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« Solutions » de prêts électroniques pour les étudiants

UNE société de prêt privée courtise l'Université Simon Fraser (SFU) et l'Université de la Colombie-Britannique (UBC) avec un plan controversé : offrir un crédit en ligne rapide aux étudiants, faisant toutefois craindre que ceux-ci ne s'enfoncent dans l'endettement.

Selon les documents obtenus par le *Bulletin*, FirstStudentLoan (FSL), une société établie l'année dernière à Toronto et à Vancouver, a pris contact avec la SFU et l'UBC pour leur proposer d'établir de « nouvelles solutions de financement » pour les étudiants.

Les propositions visent notamment à accorder presque instantanément aux étudiants admissibles des prêts de crédit pouvant aller jusqu'à 25 000 $ par an. Suivant leur cote de solvabilité, les étudiants pourraient être tenus de payer une prime de risque d'au maximum 12 % et de verser des intérêts sur leurs prêts pouvant s'élever jusqu'à six points de pourcentage de plus que le taux préférentiel.

Dans un exposé qu'ils ont présenté en janvier dernier aux dirigeants de l'Université Simon Fraser, les représentants de FSL ont fait valoir que les nombreuses années de compressions budgétaires imposées aux universités par le gouvernement et la hausse des frais de scolarité ont engendré un large bassin d'étudiants de classe moyenne qui n'ont pas les moyens de payer la totalité des droits de scolarité et des frais de subsistance, mais qui ne sont toutefois pas admissibles aux prêts étudiants des gouvernements et aux autres programmes d'assistance.

« Les programmes gouvernementaux visent avant tout les étudiants qui sont le plus dans le besoin », ont soutenu les représentants de FSL dans leur exposé. « Nous sommes convaincus que nous pouvons aider tous les étudiants à combler le déficit de financement en offrant une nouvelle solution innovatrice de prêt aux étudiants. »

Chris Giacomantonio, président de la Simon Fraser Student Society, convient que de plus en plus d'étudiants sont confrontés à un déficit de financement, mais il ne croit pas qu'autoriser

Voir « SOLUTIONS » à la page A9

SFU & UBC Explore Plan for Private Student Loans

SFU student society president Chris Giacomantonio says proposal will make it easier to raise tuition.

A PRIVATE loan company is courting Simon Fraser University and the University of British Columbia with a controversial plan to offer students fast on-line credit, sparking concerns that student debt levels will explode.

According to documents obtained by the Bulletin, FirstStudentLoan, a Toronto- and Vancouver-based company established last year, has approached both SFU and UBC with proposals to establish "new financing solutions" for students.

The proposals entail granting eligible students nearly instant credit-based loans of up to $25,000 a year. Based on their creditworthiness, students could be required to pay a risk premium of up to 12 per cent and be charged interest on their loans as high as six percentage points more than the prime lending rate.

In a presentation to SFU officials in January, FSL representatives argued that years of government cutbacks to universities and rising tuition fees have created a large pool of middle-class students who can't afford to pay the full cost of tuition and living expenses, but who are nevertheless ineligible for government student loans and other forms of assistance.

"Government programs are designed to provide access to those students that are most in need," FSL representatives said in their presentation. "We believe that we can help all students address the financing gap by taking a new and innovative approach to lending to students."

Chris Giacomantonio, president of the Simon Fraser Student Society, agrees that more and more students are facing a financing gap, but he doesn't believe that allowing a private, for-profit company to market instant loans on campus is the best way to fill that gap.

"This will increase student debt to levels not yet seen in Canada," Giacomantonio says. "The best way to turn a profit is to advertise your service and to have as many people as possible use it and to give out as many loans as possible, so long as those loans don't present a significant risk of default."

In a letter to SFU's director of academic resources sent last month, Giacomantonio urged the university to reject the FSL proposal, arguing the "more privately-administered loans are made readily available, the greater student debt will become.

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LETTERS
COURRIER

Why 'Merit' Flounders

I agree with Donald Savage ("Performance Lessons," Bulletin, April 2004) that merit is a cumbersome system with dubious benefits in the workplace. But the merit system is also among those corporate mechanisms that break down in the academy for simple structural reasons.

In the conventional workplace, the boss who hired you is the boss who can fire you — and can evaluate you in a performance review. The governance structure of universities and the principle of peer review greatly complicate this. As faculty members we answer to chairs and deans but, from department committees to senate, we also approve the appointment of administrators, evaluate applications for tenure and promotion and in myriad other ways shape our colleagues' working conditions. In a union we must both follow the collective agreement as managers and know our rights as workers.

As a consequence we are regularly in conflicts of interest so common in daily academic life that they are nearly invisible. To take one of the more striking examples: we are entrusted with the responsibility of hiring colleagues who will make decisions about our own working lives as well as vie with us for internal research support, "plum" courses, and so forth. Hiring the "stellar" candidates that Christine Daigle ("Star Search," Bulletin, April 2004) suggests are winning the job wars might appear to be against some of the professional interests of faculty on hiring committees because it is feared that it will intensify the competition for scarce resources. Tying internal, non-anonymous performance reviews to salary increases only compounds the problem.

While it might seem strange to some for a CRC to argue against "merit," I would suggest that by adding to internal competition it puts pressure on an already ethically fragile system in ways that need to be more fully examined and widely discussed.

JULIA M. WRIGHT
Canada Research Chair
English, Wilfrid Laurier University

A Hollow Victory

I am not particularly surprised by the ruling on intellectual property stemming from the Bryson/UBC arbitration (Bulletin, April 2004). However, I am disappointed in the lack of alternatives presented by our faculty associations in the need and opportunity for Canadian faculty and students presented by new models of education. It is true that distance education systems can be (but are not necessarily) built on industrial models that move university teaching beyond individual craft production to models that employ specialized labour in addition to that of an individual faculty member. In such cases it is hardly fair for academics to claim sole ownership of the works jointly created by a team of professionals.

Why de we assume that, individually and collectively, we are capable of participating in only one model of instructional delivery? I fear the day when fewer and fewer tenured faculty will be lecturing in fewer and fewer ill-equipped classrooms because the education system is stuck in a single and arguably outmoded delivery model. Or, do we assume the current model of classroom-based lecture delivery is the ultimate form of instruction and there is no possible alternative?

Thirty years of educational research has shown there are no significant differences in learning outcomes between campus- and distance-based models of delivery. However, there are many different ways to organize the educational environment, each with advantages and disadvantages for every participant.

While CAUT gloats in this "victory," public universities, whose collective agreements allow more flexibility (for example Athabasca University and many university colleges) and private enterprise, for-profit universities (such as the University of Phoenix, Lansbridge University or the DeVries Institute) continue to expand in Canada, employing increasing numbers of academics.

Many of these institutions could and should be represented by strong faculty associations. However they will not be effectively represented until we collectively realize that education, like any other social system, can and will change its forms and structures. CAUT should be advocating for changes in collective agreements that, while protecting academic freedom, also ensure that all forms of quality education delivery are supported.

TERRY ANDERSON
Canada Research Chair
Distance Education, Athabasca University

CMS Foundation Seeks Program Feedback

THE Canada Millennium Scholarship Foundation is holding a series of country-wide public consultations on the future of its bursary program.

"As we begin the second half of our ten-year mandate, we think it's important to gather the opinions of Canadians on how we can improve the ways in which our millennium bursary recipients benefit from the program," said Norman Riddell, the foundation's executive director.

The foundation is an independent body created by the federal government in 1998 with a $2.5 billion endowment. While the foundation provides $285 million in bursaries and scholarships annually, it has nevertheless been the focus of sustained student opposition since its inception.

Ian Boyko, national chairperson of the Canadian Federation of Students, says students are no better off because of the millennium bursaries.

"The foundation has been an abject failure at improving access to post-secondary education in Canada or reducing student debt," Boyko said.

He said because the bursaries were announced without prior consultations with the provinces, there was no coordination with provincial student assistance programs. As a result some provinces used the money they received from the foundation as a way to cut back on their own spending on student financial assistance.

The government of Nova Scotia used the program to eliminate its loan remission program, Boyko said. And in Ontario, which is home to 40 per cent of bursary recipients, only 15 per cent of the total value of the bursaries awarded to students has been passed on.

Boyko said he's disappointed the consultations will not deal with this basic weakness in the program.

Bottom line, he says the foundation likely will do little more than present session participants with three possible ways the bursaries could be better targeted — to students with high debt, students in the first year of a program, or students from low-income households and other under-represented groups.

"Only time will tell whether or not the consultations are sincere, or another legendary Millennium Scholarship Foundation public relations circus," Boyko said.

Despite the limited focus of the consultations, CAUT's executive director James Turk says it is important the foundation hear about the inadequacies of its existing program and the need to distribute more resources to those students most in financial need.

"We feel the foundation's programs should be wound up and converted into one fully needs-based student grant program administered by the federal government," he said. "Along with a reduction in tuition fees, this is the best way to ensure that cost is not a barrier to any qualified student."

At the same time stakeholders are disappointed the consultation process is being set up with little advance notice to stakeholders. "It is very disappointing that event organizers are advising some universities and faculty associations only a week or two before their scheduled hearing date," Turk said.

Boyko said the consultations may be part of a move by the foundation to shift its focus away from providing needs-based assistance. He points to a series of recent studies produced by the foundation downplaying the links between income and access to post-secondary education, and denying that higher tuition fees would reduce participation.

He said the foundation's research agenda means it has transformed itself into a partisan think-tank.

"A supposedly arms-length, publicly-funded foundation has taken on the role of apologist for the federal government's record on post-secondary education," Boyko said. "It's time the foundation was scrapped and the savings rolled into a national system of needs-based grants connected to the Canada Student Loan Program." ■

Version française à la page A4.

PRESIDENT'S COLUMN
LE MOT DU PRÉSIDENT

Workplace Safety Bought with a Price

By VICTOR CATANO

BOTH of my grandfathers immigrated to Pennsylvania in the 1890s when they were young boys of nine and 10 years old. They were sent by their families in Italy and Eastern Europe to find a better life in the U.S. They lived with relatives who worked in the anthracite coal mines. The youngsters worked in the coal breakers to earn money to help their families. "Breaker boys" sat astride chutes that carried coal down from a machine that dry cleaned, crushed and sorted the coal. The boys had the task of picking out rock, slate and other refuse from the passing stream of coal. It was very common for the breaker boys to be swept down the chutes and lose their lives.[1] If the boys survived until they were about 14 or so, they were taken on underground to start their careers as miners, where they worked until they retired or died. Very few retired.

I never knew my grandfathers as both died before I was born from what we now call black lung disease, caused by years of breathing air saturated with coal dust. Dying on the job or from a work-related illness or accident was accepted as an economic necessity for the workers to keep their jobs and for the workplace to keep functioning.

The miners and their families wanted their sacrifices to lead to a better future for their children. They saw that future in education. The goal was a well-paying, "safe" job for their descendants. Many children and grandchildren of immigrant families went on to find jobs as teachers and professors and other professionals. We work in clean, comfortable, safe surroundings. We've come a long way from being breaker boys, but perhaps we should not be so sanguine about the impact or our work environment.

Many of us work in buildings constructed in the 1950s and 1960s. Almost certainly many of these buildings contain asbestos as part of floor tiles, acoustic tiles, thermal systems, insulation and coatings for various surfaces and many other products. If the asbestos remains covered it may not pose a health hazard. The problem is that once asbestos particles or fibres break off and are inhaled they may lead to several diseases including asbestosis, lung cancer and mesothelioma. Sooner or later, the asbestos always becomes friable (crumbling or breaking off).

You may recall that recently we reported in the Bulletin cases of mesothelioma at the University of Manitoba. Mesothelioma is primarily a cancer of the lining of the lung and the only known cause is exposure to asbestos. It can be contracted from very low exposures. The exposure need not be direct. People exposed to asbestos may carry home fibres in their clothes that become loose and are inhaled by family members. Asbestos is a silent killer in that the latency period for the onset of the disease is about 30 years, although it may be as short as 10. There is no known cure.

The best solution is an expensive one – remove the asbestos-laden materials. With many universities practicing "deferred maintenance," this is not their preferred option. At the same time, deferred maintenance increases the likelihood of university employees breathing a daily dose of asbestos. Removal of the asbestos must take place in a controlled manner. Recently the Toronto Star reported on the removal of asbestos from the overhanging roof of a downtown apartment building. Although the workers were wearing protective gear they left behind crumbled asbestos products in flower gardens and in the grass.

Ask yourself, has there been an unusual number of cancers among academic and non-academic staff on your campus? Are you concerned that your building contains asbestos products (a distinct possibility if your building was built before the mid-1970s)? If so, call your faculty association or your joint occupational health and safety committee, raise the issue with them and demand they take action on your behalf to ensure that you are working in a safe environment. In every province you have the right to stop working in an environment that poses a threat to your health and safety. Also, advise CAUT's occupational health and safety officer Laura Lozanski (lozanski@caut.ca).

The asbestos incident at the University of Manitoba made us realize we had not paid enough attention to occupational health and safety issues. In November 2002 CAUT Council authorized the hiring of a first-ever occupational health and safety officer. As part of this initiative we recently held a two-day conference on health and safety issues faced by academic staff. On any campus academic staff are likely to come in contact with toxic chemicals or substances, to use defective equipment and to work in environments with poor air quality, noise and fluctuating temperatures.

CAUT will be issuing a series of fact sheets on the occupational health and safety issues confronting academic staff. These will be sent to faculty associations and will be available on the CAUT web site. The first issue in the series addresses occupational stress, perhaps the most pernicious threat to the occupational health and welfare of academic staff. Workplace stress occurs when there is a conflict between job demands that employees face and the amount of control they have over meeting those demands.

We like to think of academic jobs as ones where academic staff have a great deal of control. But factors such as concerns over job security (tenure or redundancy), promotion, adequate pay and conflicts with administration, co-workers and students all reduce that control and create stressful situations. Ever increasing class sizes, the shrinking number of academic staff and other resources and the neverending demands to do more with less breed stress on university campuses.

Recent studies involving academic staff in U.K and Australian universities, which have suffered the same types of financial and staffing constraints as Canadian schools, illustrate these concerns. In the U.K. the most significant source of stress was concern about job security. In Australia, more than half of the academic staff were at risk of psychological illness compared to about one-fifth of the general population. We don't have comparable data for Canada, but CAUT will soon undertake a national survey of academic staff to assess the incidence of stress on Canadian campuses.

Unlike the case with asbestos, there are interventions faculty associations can take to reduce stress for their members. These involve negotiating fairness of procedures related to tenure, promotion, redundancy and performance appraisals; reviewing the fairness and adequacy of pay and benefit systems; and reviewing the balance between teaching and research demands as well as the balance between work and family.

Taking action on occupational health and safety is not only a moral obligation for faculty associations, but also a legal one. In the aftermath of the Westray Mine disaster in Nova Scotia, the federal government passed Bill C-45, under which associations and trade unions, as well as employers, now have an extraordinary obligation of duty of care and can be held liable if they fail to fulfill their duty. Let's not accept dying on the job as an economic necessity. Let's do everything we can to create and sustain a healthy and safe workplace to allow us to see our grandchildren. ■

1. The 1968 Paramount Pictures production "The Molly Maguires" provides a realistic account of life in the anthracite coal fields of Pennsylvania in the 19th century and the job of breaker boys.

La sécurité au travail s'obtient au prix de sacrifices

Par VICTOR CATANO

MES deux grands-pères ont immigré en Pennsylvanie dans les années 1890 lorsqu'ils étaient âgés de neuf et dix ans. Leur famille en Italie et en Europe de l'Est les avait envoyé chercher une meilleure vie aux États-Unis. Ils vivaient avec des parents qui travaillaient dans des mines de houille anthraciteuse. Les jeunes travaillaient dans les broyeurs à charbon pour gagner un peu d'argent et aider à leur famille. On les appelait les « breaker boys » ces jeunes garçons qui s'assoyaient à califourchon sur les goulottes qui déversaient le charbon en continu en provenance d'une machine qui dégraissait, concassait et triait le minerai. Les garçons avaient pour tâche de ramasser parmi le flot de charbon la roche, l'ardoise et les autres rejets. Il arrivait très souvent que les « breaker boys » soient emportés par les goulottes et y perdent la vie.[1] Lorsqu'ils parvenaient à vivre jusqu'à 14 ans environ, ils étaient affectés au fond de la mine où commençait leur carrière de mineur qui ne prendrait fin qu'à leur retraite ou à leur mort. Très peu d'entre eux prenaient leur retraite.

Je n'ai jamais connu mes grands-pères qui sont morts, avant ma naissance, de ce que nous appelons maintenant l'anthracose, une maladie due à l'inhalation des poussières de charbon qui s'infiltrent dans les poumons tout au long des années. À cette époque, mourir au travail ou mourir des suites d'une maladie ou d'un accident professionnel répondait à une nécessité économique : les travailleurs conservaient ainsi leur emploi et le milieu de travail continuait de fonctionner.

Les mineurs et leurs familles aspiraient par leurs sacrifices à un avenir meilleur pour leurs enfants. Cet avenir, ils le voyaient dans l'éducation. L'objectif à atteindre était un emploi bien rémunéré et « assuré » pour leurs descendants. Nombreux sont les enfants et les petits-enfants de familles d'immigrants qui se sont trouvés des emplois d'enseignants et de professeurs et d'autres professionnels. Nous travaillons aujourd'hui dans des milieux propres, confortables et sécuritaires. Nous en avons fait du chemin depuis l'époque des « breaker boys », mais peut-être ne devrions-nous pas être aussi optimistes face à notre environnement de travail.

Bon nombre d'entre nous travaillent dans des immeubles qui ont été construits dans les années 1950 et 1960. Un grand nombre de ces immeubles renferment presque certainement de l'amiante sous une forme ou sous une autre : entre autres dans les carreaux à parquet, les carreaux de plafond insonorisant, les systèmes thermiques, les revêtements isolants et les revêtements de diverses surfaces. L'amiante recouvert peut ne pas poser de risque pour la santé. Le véritable problème, c'est que les particules ou les fibres d'amiante, une fois qu'elles se libèrent et qu'elles sont inhalées, peuvent entraîner plusieurs maladies dont l'amiantose, le cancer des poumons et le mésothéliome. L'amiante finit toujours par devenir friable (en s'effritant ou en se détachant en fragments).

Vous vous souviendrez peut-être des cas de mésothéliome à l'Université du Manitoba que nous avons signalés récemment dans le *Bulletin de l'ACPPU*. Le mésothéliome est principalement un cancer de la plèvre du poumon et la seule cause connue d'exposition à l'amiante. Des personnes ayant été exposées à des niveaux très faibles peuvent le contracter. L'exposition n'a pas besoin d'être directe. Les personnes exposées à l'amiante peuvent transporter à la maison dans leurs vêtements des fibres qui se détacheront et qui seront inhalés par les membres de la famille. L'amiante est un tueur silencieux : la période de latence avant l'apparition de la maladie est d'environ 30 ans, qui peuvent néanmoins se réduire à dix. Il n'existe pas de remède connu.

La meilleure solution est coûteuse : éliminer les matériaux contenant de l'amiante. Pour les nombreuses universités qui pratiquent l'« entretien différé », ce n'est pas l'option à privilégier. Dans le même temps, l'entretien différé augmente la probabilité que les employés des universités inhalent une dose quotidienne d'amiante. L'élimination de l'amiante doit se faire d'une manière contrôlée. Récemment, le *Toronto Star* a rendu compte de la façon dont on s'y était pris pour retirer l'amiante du toit en porte-à-faux d'un immeuble à appartements du centre-ville. Bien que les travailleurs aient porté un dispositif de protection, ils ont laissé derrière eux des produits d'amiante effrités dans les jardins de fleurs et le gazon.

Posez-vous les questions : a-t-on relevé un nombre inhabituel de cancers parmi le personnel universitaire et non universitaire sur votre campus? Craignez-vous que votre immeuble ne contienne des produits d'amiante (c'est ce qui

Voir LA SÉCURITÉ AU TRAVAIL à la page A8

NEWS ACTUALITÉS

SFU & UBC Explore Plan for Private Student Loans

From PAGE A1

"While we understand that the loans from FirstStudentLoan are not unique, insofar as students can seek private loans from financial institutions, we believe that FSL is another step in the direction of privatizing either the bulk of or the entirety of the student loans in Canada," Giacomantonio wrote.

Calls made to FirstStudentLoan for this article were not returned.

Under the FSL-SFU proposal, instant loans up to $12,000 annually would be available to undergraduates, $15,000 to graduate students and $25,000 to students in professional programs. Unlike the banks which provide loans only to students who have coborrowers or who are enrolled in professional programs, FSL promises to offer personal loans to virtually any registered students who meet its basic eligibility requirements.

Based on the SFU proposal, an undergraduate student with a fair credit rating and borrowing $1,000 (loan amount minimum) without a coborrower would be assessed an immediate 12 per cent risk premium. The premium, kept by FSL as a "guarantee fee," would raise the total amount borrowed to $1,120. Interest of between two and six percentage points above the prime rate would begin accruing immediately, although students would have the option of making no payments while remaining in school.

In addition, universities are being asked to assist in administering FSL loans and to provide the company with a computer link to their student records. Upon receiving an instant loan application from a student, FSL would electronically run a credit check and verify the student's registration status by directly accessing university records. Students could receive their decisions on loan applications within seconds. They would then print their approval form and take it to their university's financial aid office, where they would sign the loan documentation before having funds transferred to their bank account or directly to the institution.

It's that ease of access, coupled with what is expected to be an aggressive marketing campaign on campus, that has some worried about the program's potential to encourage abuse.

"The first step to irresponsible borrowing is to make money easily available, which is what FSL does," argues Giacomantonio. "FSL readily admits and accepts that they can't prevent the program from being abused."

At UBC, where FSL has also approached the administration, a report on the proposal prepared for the University Facilitated Loans Steering Committee warned that: "Fast credit is already an issue with credit cards and now could be an issue with a university-sanctioned program."

Nevertheless, the committee gave the go-ahead March 26 to a pilot loan project in partnership with FSL. While committee members recognized the potential for abuse, according to the minutes of the meeting it was argued that "we can't waste time and resources trying to eliminate misuse [of FSL loans]."

UBC has approved an initial $50,000 expenditure to gather research and data for the pilot program, although members of the loans steering committee feel the real cost will be closer to $100,000.

But that may be just the beginning of the university's financial commitment. UBC is also planning to underwrite the program by providing FSL with guarantees on loans so that the risk premium for students can be reduced.

It's not clear how much money UBC will have to pay FSL in the form of guarantees until the total default risk can be determined. However, according to the minutes of the March meeting of the loans steering committee, a representative from the company noted that: "UBC needs to understand the size of the program, the size of the monetary risk and the size of UBC's commitment to guaranteeing the loans."

For now, the university and FSL are attempting to obtain student loan default data from BC's Ministry of Advanced Education in order to complete a feasibility profile for UBC underwriting the loans. At their March meeting, some members of the loans steering committee expressed concern that the Ministry may not be willing to release that information for privacy reasons, leading to a suggestion that UBC officials find some way to "circumvent regular channels politically" to obtain the data.

Back at SFU, Chris Giacomantonio says he's concerned that universities, facing serious government funding constraints, will be tempted to use the easy availability of personal loans such as those proposed by FSL to justify even higher tuition fees.

"A program like the one proposed by FirstStudentLoan would be another source of loan money, not administered publicly, which would allow post-secondary institutions to raise their tuition as high as people were willing to borrow, while at the same time allowing government to further decrease their per-student funding," Giacomantonio says. ■

La Fondation sollicite des réactions sur son programme de bourses

La Fondation canadienne des bourses d'études du millénaire tient une série de consultations publiques à l'échelle du pays sur l'avenir de son programme de bourses.

« Au moment où nous entrons dans la seconde moitié de notre mandat de dix ans, il nous paraît important de connaître l'opinion des Canadiens sur les meilleurs moyens d'améliorer les bénéfices que tirent les récipiendaires de nos bourses générales du millénaire », a déclaré le directeur exécutif de la Fondation, Norman Riddell.

La Fondation est un organisme indépendant créé en 1998 par le gouvernement fédéral et doté d'un fonds de 2,5 milliards de dollars. Bien qu'elle distribue chaque année un montant de 285 millions de dollars en bourses d'études, la Fondation n'a jamais fait, depuis sa création, l'objet d'une opposition soutenue de la part de la population étudiante.

Selon le président national de la Fédération canadienne des étudiantes et étudiants, Ian Boyko, les bourses du millénaire n'ont pas amélioré le sort des étudiants.

« La Fondation a été un échec lamentable pour ce qui est d'améliorer l'accès à l'enseignement postsecondaire au Canada ou de réduire la dette des étudiants », a déclaré M. Boyko.

Selon lui, le fait que les bourses d'études aient été annoncées sans consultation préalable des provinces montre qu'il n'y a eu aucune coordination avec les programmes provinciaux d'aide aux étudiants. Par conséquent, certaines provinces se sont servies de l'argent reçu de la Fondation pour réduire leurs propres dépenses en matière d'aide financière aux étudiants.

Le gouvernement de la Nouvelle-Écosse a utilisé le programme pour éliminer son programme de remise de dette, a ajouté M. Boyko. Et l'Ontario, province où habitent 40 % des récipiendaires de bourses, n'a récolté que 15 % de la valeur totale des bourses octroyées aux étudiants.

M. Boyko s'est dit déçu que les consultations ne porteront pas sur le point faible du programme.

Il en résultera, dit-il, que la Fondation ne fera probablement guère plus que présenter aux participants des séances trois façons possibles de mieux cibler les bourses : les étudiants largement endettés, les étudiants inscrits en première année d'un programme et les étudiants faisant partie de ménages à faible revenu et d'autres groupes sous-représentés.

« Seul l'avenir nous dira si les consultations sont sincères ou s'il s'agit d'un autre légendaire cirque des relations publiques de la Fondation des bourses d'études du millénaire », a dit M. Boyko.

En dépit de l'objectif restreint des consultations, le directeur général de l'ACPPU, James Turk, affirme qu'il est important que la Fondation soit informée des déficiences de son programme actuel et qu'elle soit sensibilisée à la nécessité de distribuer plus de ressources aux étudiants qui éprouvent le plus de difficultés financières.

« À notre avis, les programmes de la Fondation devraient être abandonnés pour être convertis en un programme unique de bourses d'études accordées suivant les besoins, qui serait administré par le gouvernement fédéral », dit-il. « Conjugué à une réduction des droits de scolarité, c'est là la meilleure façon de s'assurer que le coût des études n'est pas un obstacle pour un étudiant qualifié. »

Parallèlement, les intervenants du secteur sont déçus d'avoir été informés très peu à l'avance du processus de consultation. « Il est très décevant que les organisateurs des consultations informent certaines universités et associations de professeurs seulement une semaine ou deux avant la date prévue de leurs audiences », a déclaré M. Turk.

Selon M. Boyko, les consultations pourraient être pour la Fondation un moyen de se désintéresser de l'aide axée sur les besoins. Il fait référence à une série d'études réalisées récemment par la Fondation et dans lesquelles elle minimise les liens entre le revenu et l'accès à l'enseignement postsecondaire et elle refuse d'admettre que la hausse des droits de scolarité réduit la participation.

Il affirme que si l'on s'en tient au programme de recherche de la Fondation, on ne peut que constater que celle-ci s'est transformée en groupe de réflexion partisan.

« Une fondation financée par les deniers publics et n'ayant prétendument aucun lien de dépendance joue le rôle d'apologiste de la politique fédérale en matière d'enseignement postsecondaire », soutient M. Boyko. « Il est temps que la Fondation soit mise à la ferraille et que les économies ainsi réalisées servent à déployer un programme national de bourses axées sur les besoins qui serait rattaché au Programme canadien de prêts aux étudiants. ■

English on page A2.

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HOMEWORK!

A Tennis Match

Agassi won the first set of nine games with a score of 6–3 in a tennis match with Becker. There were five breaks of serve. Who served the first game? (In a set of tennis games, the competitors serve alternately. A service is broken when the server loses the game.)

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.

NEWS ACTUALITÉS

Students Welcome Tuition Freezes

STUDENT groups in Manitoba and Ontario found themselves praising their provincial governments last month.

In Manitoba, post-secondary students were ecstatic the provincial NDP government is continuing the tuition freeze for another year.

In his budget released in April, Finance Minister Greg Selinger announced that the freeze and a 10 per cent rebate in tuition would be continued for the fifth straight year.

Across the border in Ontario, students were applauding the Liberal government of Dalton McGuinty for honouring an election promise to freeze tuition.

"The tuition freeze announcement is an unprecedented step forward for Ontario students and their families," said Joel Duff, Ontario chairperson of the Canadian Federation of Students. "For the first time, the vast majority of students in Canada will not be facing a tuition fee increase in September 2004."

A tuition freeze is the best form of student financial assistance, Duff said, "because it applies to everyone."

Duff noted that almost one-third of the tuition fee increases are used to fund local financial aid packages for students who can't afford tuition increases in the first place. With tuition fees frozen, there will be less strain on student financial assistance and more student aid dollars will go directly toward students' living expenses.

The Ontario government also announced $50 million in additional funding to colleges and universities to offset the first year of the freeze.

"That funding means that aggregate tuition fee revenue that did contribute to the operating budgets of colleges and universities will be fully replaced by public funds," Duff said. ■

La population étudiante applaudit au gel des frais de scolarité

LES groupes d'étudiantes et d'étudiants du Manitoba et de l'Ontario ont fait l'éloge de leurs gouvernements provinciaux respectifs le mois dernier.

Au Manitoba, les étudiants du postsecondaire étaient ravis que le gouvernement néo-démocrate provincial maintienne le gel des frais de scolarité pour une autre année.

Dans son budget déposé en avril, le ministre des Finances, Greg Selinger, a annoncé que le gel des frais de scolarité, en plus d'une baisse de 10 %, se poursuivrait pour la cinquième année consécutive.

Dans la province voisine, l'Ontario, les étudiants ont applaudi à la réalisation de la promesse électorale que le gouvernement libéral de Dalton McGuinty avait faite de geler les frais de scolarité.

« L'annonce du gel des frais de scolarité marque un pas en avant sans précédent pour les étudiants ontariens et leur famille », a déclaré Joel Duff, président (Ontario) de la Fédération canadienne des étudiantes et étudiants. « Pour la première fois, la vaste majorité des étudiants au Canada n'aura pas à subir une hausse des frais en septembre 2004. »

Selon M. Duff, le blocage des frais de scolarité est la meilleure forme d'aide financière aux étudiants « parce qu'elle s'applique à tout le monde ».

Et M. Duff de signaler que près du tiers des augmentations des frais de scolarité sert à financer les programmes locaux d'aide financière aux étudiants qui, au départ, n'ont pas les moyens de subir des hausses de frais. Le blocage des frais de scolarité allège le fardeau de l'aide financière aux étudiants et permet d'accroître les fonds qui doivent servir directement aux frais de subsistance des étudiants.

Le gouvernement de l'Ontario a annoncé que des fonds supplémentaires de 50 millions de dollars seraient versés aux collèges et aux universités pour contrebalancer la première année d'application du gel.

« Grâce à ce financement, les revenus cumulés générés par les frais de scolarité qui étaient consacrés aux budgets d'exploitation des collèges et universités seront entièrement remplacés par des fond publics », explique M. Duff. ■

New Executive Assistant

CAUT has appointed Cynthia Wagner to the position of executive assistant, communications and information. Cynthia has a bachelor degree in political science and Spanish from the University of New Brunswick, and prior to joining CAUT worked for the Canadian Council for International Co-operation. She has also worked for the New Democratic Party of Canada, the Canadian Council on Health Services Accreditation, the Saskatchewan International Labour Program and held a position as Spanish/English translator for a year for the Department of Economic Development in New Brunswick. As executive assistant, Cynthia will act as web editor and provide administrative support to the CAUT Bulletin and the communications department. ■

Nouvelle adjointe de direction

L'ACPPU a nommé Cynthia Wagner au poste d'adjointe de direction (communications et information). Cynthia détient un baccalauréat en sciences politiques et en espagnol de l'Université du Nouveau-Brunswick. Avant d'entrer en fonctions à l'ACPPU, elle a travaillé au Conseil canadien pour la coopération internationale. Elle a travaillé auparavant au Nouveau Parti Démocratique, au Conseil canadien d'agrément des services de santé, au Programme du travail international de la Saskatchewan et elle a occupé pendant un an le poste de traductrice espagnol-anglais au ministère du Développement économique du Nouveau-Brunswick. En sa qualité d'adjointe de direction, Cynthia sera éditrice du site web et fournira un soutien administratif au service du *Bulletin de l'ACPPU* et au service des communications. ■

COUNCIL HIGHLIGHTS

UBC's Clinical Faculty Association Joins CAUT

Clinical teachers in the faculty of medicine at the University of British Columbia are the newest members to join CAUT.

The University Clinical Faculty Association, which represents UBC's physician community in the faculty of medicine, was welcomed at CAUT's Council meeting April 29.

"We are delighted to welcome the first association of clinical faculty to join CAUT," said CAUT executive director James Turk.

UCFA president Derryck Smith estimates that UBC employs as many as 2,000 clinical teachers, many working part-time. They are not currently eligible for representation through the UBC Faculty Association.

Turk says the new affiliation is an important breakthrough for CAUT.

"As we have seen in the cases of Nancy Olivieri, David Healy and Gabrielle Horne, there can be serious problems for clinical faculty in obtaining the same academic rights and freedom as other faculty members," Turk said. "Since clinical faculty are excluded from general faculty unions in many provinces, active clinical faculty associations take on new importance in the fight for academic freedom and faculty rights."

With the admission of UCFA, CAUT now has 69 member local and provincial associations.

Funds Donated in Wake of Jewish School Bombing

In response to the fire-bombing at a Jewish elementary school in Montreal April 5, the CAUT executive voted to donate $1,000 to the school to help rebuild its library and restore its collection of books.

CAUT Council delegates also unanimously passed the following resolution at their meeting last month: "Violence and hate crimes target and intimidate vulnerable groups and attack diversity of thought, belief and opinion, therefore be it resolved that CAUT reaffirms its active commitment to fight discrimination in all its forms and manifestations, to uphold the dignity and worth of every individual in society, and to promote and defend the civil liberties and human rights of all."

CONSEIL EN BREF

Les enseignants cliniciens adhèrent à l'ACPPU

Les enseignants cliniciens de la faculté de médecine de l'Université de la Colombie-Britannique (UBC) viennent d'adhérer à l'ACPPU.

L'Association des enseignants cliniciens de l'université (UCFA), qui représente les médecins de la faculté de médecine de l'UBC, a fait son entrée officielle lors de l'assemblée du Conseil de l'ACPPU le 29 avril dernier.

« Nous sommes ravis d'accueillir au sein de l'ACPPU la première association d'enseignants cliniciens », a déclaré le directeur général de l'ACPPU, James Turk.

Le président de l'UCFA, Derryck Smith, estime que l'UBC emploie jusqu'à 2 000 enseignants cliniciens dont bon nombre travaillent à temps partiel. Ils ne peuvent pas, à l'heure actuelle, être représentés par l'Association des professeurs de l'UBC.

Selon M. Turk, la nouvelle affiliation est un progrès décisif pour l'ACPPU.

« Comme nous en avons été témoins dans les affaires concernant Nancy Olivieri, David Healy et Gabrielle Horne, les enseignants cliniciens peuvent avoir de sérieux problèmes à obtenir les mêmes droits et liberté universitaires que les autres membres du corps professoral », a rappelé M. Turk. « Comme les enseignants cliniciens sont exclus des syndicats interprofessionnels de professeurs dans bon nombre de provinces, les activités des associations d'enseignants cliniciens revêtent une nouvelle importance dans la lutte pour la liberté universitaire et les droits des professeurs. »

En incluant l'UCFA, l'ACPPU compte maintenant 69 associations membres locales et provinciales.

L'ACPPU offre un don à l'école juive incendiée

À la suite de l'incendie criminel qui a sérieusement endommagé une école élémentaire juive de Montréal, le 5 avril dernier, le comité de direction de l'ACPPU a décidé par vote de verser un don de 1 000 $ à l'école pour aider à reconstruire sa bibliothèque et à regarnir sa collection de livres.

De plus, les délégués du Conseil de l'ACPPU ont adopté à l'unanimité la résolution suivante à leur assemblée tenue le mois dernier : « La violence et les crimes haineux visent et intimident les groupes vulnérables et attaquent la diversité de pensée, de croyance et d'opinion. Il est par conséquent résolu que l'ACPPU réaffirme son engagement dynamique à lutter contre la discrimination sous toutes ses formes et manifestations, à protéger la dignité et la valeur de chaque individu au sein de la société et à promouvoir et défendre les libertés civiles et les droits de la personne de tous. »

York University Draws Criticism

DELEGATES to CAUT Council voted overwhelmingly to express criticism of York University for its failure to provide prompt legal assistance to a political scientist at the university served with a libel notice by an Ontario cabinet minister.

After coverage in the Ottawa Citizen on his research into corporate funding of political parties, York associate professor Robert MacDermid received libel notices from then Ontario cabinet minister Tony Clement and Leslie Noble, a lobbyist who served as adviser to former Ontario premier Mike Harris.

York University Faculty Association was rebuffed when it argued the university had the obligation to provide independent legal counsel under the university's legal liability policy, especially as the university advertised the names of faculty members, including MacDermid, who the media were encouraged to consult.

The motion states that CAUT Council "deplores" the actions of the York University administration and calls for "all university administrations to provide independent legal counsel to university teachers in all cases where their academic freedom is challenged."

The motion also rejects attempts to restrict academic freedom to narrow areas of specialization. ■

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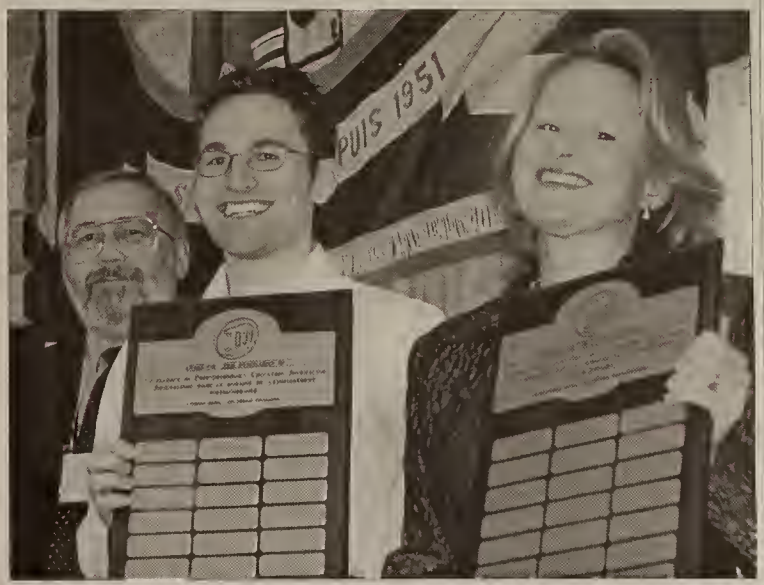

April 30 — Victor Catano (left) presents the CAUT Awards for Excellence in Post-Secondary Education Journalism to student category winner Eric Warwaruk & professional category winner Ann Dowsett Johnston.

THE works of Canadian journalists Ann Dowsett Johnston and Eric Warwaruk have earned them the CAUT Awards for Excellence in Post-Secondary Education Journalism this year.

The prizes, worth $500 each, recognize the year's best reporting of key issues affecting the post-secondary education community in Canada.

Dowsett Johnston, Maclean's current editor at large, won in the professional category for her extended feature article "Measuring Excellence" (Maclean's, Nov. 17, 2003).

Warwaruk, winner of the student category, was cited for his in-depth look at the issue of plagiarism on campus "Cheating Breaks the E-Barrier" (The Manitoban, Sept. 24, 2003).

The prizes were presented at the CAUT Council meeting April 30 in Ottawa.

Started in 2001, the CAUT journalism awards honour the best new media work in student journalism and the work of professional journalists. Nominations are submitted by faculty associations, media organizations and members of the public. Entries are judged on the basis of relevance, originality, quality of investigation and research, potential impact on policy makers and the fulfilment of professional standards of journalism. ■

La hausse des frais de scolarité alourdit la dette

SELON une nouvelle étude publiée en avril par Statistique Canada, la hausse des frais de scolarité a provoqué l'alourdissement de la dette des étudiants au cours des dernières années.

En moyenne, les bacheliers avaient une dette totale de 20 000 $ en 2000, alors que les diplômés collégiaux devaient presque 13 000 $. C'est là une augmentation énorme par rapport aux résultats d'il y a cinq ans seulement.

« Les bacheliers de la promotion de 2000 devaient environ 30 % de plus que les diplômés de la promotion de 1995 et 76 % de plus que les diplômés de la promotion de 1990 (en dollars constants de 2000) », conclut le rapport. « Les diplômés de collèges ayant cumulé une dette d'études constituée de prêts étudiants du gouvernement devaient 21 % de plus que ceux de 1995 et 76 % de plus que ceux de 1990. »

La majeure partie des dettes d'études provenait des programmes gouvernementaux de prêts étudiants. À la fin de leurs études, 41 % des diplômés collégiaux et 45 % des détenteurs d'un baccalauréat avaient contracté une dette auprès des programmes de prêts étudiants du gouvernement.

Les groupes d'étudiantes et d'étudiants rejettent carrément sur les gouvernements la responsabilité de la hausse rapide de l'endettement des étudiants.

« Paul Martin a exacerbé ce problème lors du récent budget fédéral en augmentant les limites de prêts pour la tranche de la population étudiante qui est déjà la plus endettée », selon Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « Ce dont les étudiantes et les étudiants les plus endettés ont réellement besoin sont des bourses d'études, et non d'autres prêts. »

Dans son étude, Statistique Canada constate également qu'un diplômé sur quatre a de la difficulté à rembourser ses prêts étudiants.

« Les deux paliers du gouvernement partagent la responsabilité de cette tendance alarmante », déclare Ian Boyko, « Les compressions de financement fédéral et les droits de scolarité qui montent en flèche sont en train d'endetter toute une génération »

Toujours selon M. Boyko, la tendance à un endettement étudiant croissant peut être renversée par des réductions graduelles des droits de scolarité et par l'introduction d'un système complet de bourses d'études accordées en fonction des besoins. ■

English on page A9.

Campuses: Four More Certification Drives

THE winter term saw a flurry of organizing activity on Canadian campuses. Four faculty associations held successful certification drives and are now waiting for labour board processes to unfold.

St. Francis Xavier

The St. Francis Xavier Association of University Teachers submitted its application to become a certified bargaining agent in early April. The Labour Relations Board held a vote April 8, but the ballots will not be counted until the board considers an objection by the university on the ballot question.

The faculty association anticipates further attempts by the university to draw out the legal proceedings in order to delay certification, but says it feels confident the application will be a success.

Winnipeg

At the University of Winnipeg, a quick drive was held to bring the per-course contract academic staff into the faculty union. The Manitoba Labour Board held a vote in April. Ballots will be counted once some minor disagreements over the voter's list have been resolved.

Byron Sheldrick, vice-president of the University of Winnipeg Faculty Association and one of the organizers, said the union is optimistic it will win the vote.

Bishop's

The Association of Professors of Bishop's University received an interim certificate in April to extend its representation to include all non-academic staff.

Plans to affiliate were announced in February and support staff filed March 10 for certification as a bargaining unit of APBU. More than 70 per cent of employees signed cards.

The university is challenging the definition of the bargaining unit and the inclusion of some categories of employees, so a final certificate will be issued once the Quebec labour board has ruled on their objections. Hearings began in April and will continue in September.

Staff organizer Dave Young said he saw much improvement in employees' morale and confidence after certification was handed down April 16.

"Aligning with APBU was our best choice," he said. "Their support has no boundaries."

APBU will be the first union in Canada to represent all workers on a university campus, from maintenance staff to librarians and faculty, including both full and part-time employees.

Western Ontario

Librarians and archivists at the University of Western Ontario have applied to become a bargaining unit within the university's faculty association.

Although there are some minor disputes outstanding, the faculty association anticipates the Ontario Labour Relations Board will issue an interim certificate. ■

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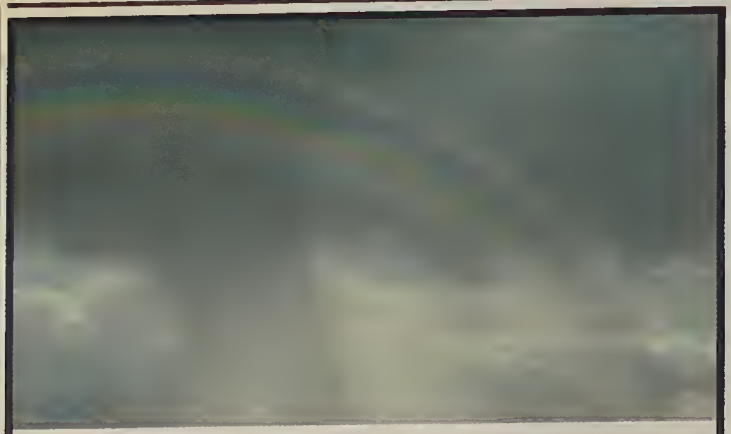

Somewhere over the rainbow...

All naturally occurring "white" light is a composite of multi-coloured rays that fall within the narrow visible spectrum of electromagnetic energy. Everyone is familiar with the sequence displayed in a rainbow, easily remembered using ROY G BIV, a mnemonic for red, orange, yellow, green, blue, indigo and violet.

But there's more to it than meets the eye, so to speak; wavelengths stretch off in both directions – infrared, microwaves and radio waves on one side, and ultraviolet, X-rays and gamma rays on the other. The investigation of these invisible spectra led to a universe of understanding, from forensic investigation and night vision, to the identification of a distant cosmic rumble, widely thought to be the echo of the Big Bang.

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UNIVERSITY OF WINDSOR

ACTUALITÉS

La sécurité au travail s'obtient au prix de sacrifices

☞ Suite de la PAGE A3

risque de se produire s'il date du milieu des années 1970)? Si c'est le cas, communiquez avec votre comité conjoint de la santé et de la sécurité au travail, soulevez la question et demandez-lui de s'assurer en votre nom que vous travaillez dans un environnement sécuritaire. Dans toutes les provinces, vous avez le droit de refuser de travailler dans un environnement qui pose un risque pour votre santé et votre sécurité. De plus, informez-en l'agente de santé et de sécurité au travail de l'ACPPU, Laura Lozanski (lozanski@caut.ca).

L'incident qui s'est produit à l'Université du Manitoba nous a fait réaliser que nous ne nous étions pas préoccupés suffisamment des questions de santé et de sécurité au travail. En novembre 2002, le Conseil de l'ACPPU a autorisé l'embauche d'un agent de santé et de sécurité au travail. Dans la foulée de cette initiative, nous avons récemment organisé une conférence de deux jours sur les questions de santé et de sécurité auxquelles fait face le personnel universitaire. Dans tous les bâtiments des campus, le personnel universitaire est susceptible d'entrer en contact avec des produits chimiques ou des substances toxiques, d'utiliser de l'équipement défectueux et de travailler dans un environnement exposé à une piètre qualité de l'air, au bruit et aux fluctuations de température.

L'ACPPU diffusera une série de fiches d'information sur les questions de santé et de sécurité au travail qui concernent le personnel universitaire. Ces fiches seront transmises aux associations de professeurs et seront publiées sur le site web de l'ACPPU. La première fiche de la série porte sur le stress professionnel, sans doute le risque le plus nocif pour la santé et la sécurité au travail du personnel universitaire. Le stress en milieu professionnel se manifeste lorsqu'un conflit survient entre les exigences des emplois et la mesure dans laquelle les employés peuvent contrôler ces exigences.

Nous nous plaisons à penser que les postes de professeurs d'université confèrent beaucoup de contrôle à leurs titulaires. Mais les facteurs tels que la sécurité d'emploi (la permanence ou les compressions d'emploi), les promotions, la rémunération adéquate et les conflits avec l'administration, les collègues et les étudiants contribuent tous à réduire ce contrôle et à créer des situations de stress. Le nombre d'étudiants qui ne cesse d'augmenter dans les classes, le nombre restreint des enseignants et des autres ressources ainsi que les incessantes demandes de faire plus avec moins créent du stress dans les universités.

De récentes études menées auprès d'universitaires d'établissements britanniques et australiens, qui ont subi les mêmes types de contraintes financières et de compressions de personnel que les écoles canadiennes, illustrent ces préoccupations. Au Royaume-Uni, la plus importante source de stress était la sécurité d'emploi. En Australie, plus de la moitié du personnel universitaire risquait de souffrir de problèmes psychologiques comparativement à environ un cinquième de la population générale. Nous ne disposons pas de données comparables pour le Canada mais l'ACPPU est sur le point d'entreprendre une enquête nationale auprès des universitaires pour évaluer l'incidence du stress dans les universités canadiennes.

Contrairement au cas de l'amiante, les associations de professeurs peuvent intervenir de diverses façons pour réduire le stress causé à leurs membres. Ils peuvent entre autres négocier l'équité des procédures relatives à la permanence, aux promotions, à l'excédent de personnel et aux évaluations du rendement, examiner la justesse et la validité des régimes de rémunération et des avantages sociaux et évaluer l'équilibre entre les exigences d'enseignement et de recherche de même que l'équilibre entre le travail et la famille.

Intervenir dans le domaine de la santé et de la sécurité au travail n'est pas seulement une obligation morale pour nos associations, c'est aussi une obligation juridique. À la suite du désastre qui s'est produit dans la mine Westray en Nouvelle-Écosse, le gouvernement fédéral a adopté le projet de loi C-45 en vertu duquel les associations et les syndicats, de même que les employeurs, ont maintenant une obligation extraordinaire de diligence et de prudence et ils peuvent être tenus responsables s'ils ne s'acquittent pas de cette obligation. Mourir au travail ne doit être d'aucune façon une nécessité économique. Il nous incombe de tout faire en notre pouvoir pour créer et préserver un milieu de travail sain et sécuritaire qui nous permettra de connaître nos petits-enfants. ■

1. Le film « Traître sur commande » (The Molly Maguires) produit en 1968 par Paramount Pictures dresse un portrait réaliste de la vie dans les mines de houille anthraciteuse de la Pennsylvanie du XIX[e] siècle et du travail des « breaker boys ».

Answer to Homework!

From page A4. Agassi served first. Of the nine games, the first player to serve served five and the second four. If the first player won n of the five games he served, then he was broken $5 - n$ times, and so the second player was broken n times. Thus the first player won n games on his service and n games on the second player's service, for a total of $2n$ games. Thus Agassi, with an even number of wins, served first.

Ross Honsberger, of the University of Waterloo, told me this problem. He discovered it in *The Inquisitive Problem Solver* by Paul Vaderlind, Richard Guy & Loren Larson (Mathematical Association of America, 2002, #64). The MAA has published several fine volumes of problems by Honsberger himself; consult the web site www.maa.org. – Ed Barbeau

NEWS ACTUALITÉS

Tuition Hikes Driving Up Debt

RISING tuition fees have led to an explosion in student debt in recent years, according to a new study released in April by Statistics Canada.

On average, undergraduates reporting student debt owed about $20,000 in 2000 and college graduates owed almost $13,000. That's a big increase from just five years ago.

"Students in bachelor programs who graduated in 2000 owed about 30 per cent more than the class of 1995 and 76 per cent more than the class of 1990 (in 2000 constant dollars)," the report concluded. "College graduates with government student loans owed 21 per cent more than in 1995 and 76 per cent more than the class of 1990."

Most education debt was owed to government student loan programs. In total, 41 per cent of college students and 45 per cent of bachelor students graduated with government student loans.

Student groups say the blame for the rapid rise in student debt rests squarely with governments.

"Paul Martin exacerbated this problem in the recent federal budget by increasing loan ceilings for those already deepest in debt," said Ian Boyko, national chairperson of the Canadian Federation of Students. "Grants, not more loans, are what deeply indebted students need."

The Statscan study also found that nearly one in four graduates is experiencing difficulty in repaying their student loan.

"Both levels of government share the blame for this alarming trend," Boyko said. "Federal funding cuts and skyrocketing tuition fees are indebting an entire generation."

The trend towards greater debt borne by graduates can be reversed with gradual tuition reductions and the introduction of a comprehensive system of needs-based grants, Boyko said. ■

Version française à la page A7.

« Solutions » de prêts électroniques

☞ Suite de la PAGE A1

une société privée à but lucratif à commercialiser des prêts instantanés sur les campus soit la meilleure façon de combler ce déficit.

« L'endettement des étudiants atteindrait un niveau incomparable au Canada », a dit M. Giacomantonio. « La meilleure façon de faire des profits est d'annoncer votre service, d'attirer le plus grand nombre de clients possible et d'accorder le plus grand nombre de prêts possible, dans la mesure où ces prêts ne comportent pas d'importants risques de défaut. »

Dans une lettre adressée le mois dernier au directeur des ressources pédagogiques de la SFU, M. Giacomantonio recommande vivement à l'université de rejeter la proposition de FSL en faisant valoir que « plus le nombre de prêts administrés par le secteur privé sera rendu facile à obtenir, plus les étudiants s'endetteront ».

« Nous comprenons certes que les prêts de FirstStudentLoan ne sont pas uniques dans la mesure où les étudiants peuvent solliciter des prêts privés auprès des institutions financières, mais nous croyons que la démarche de FSL est un autre pas vers la privatisation de la majorité ou de la totalité des prêts étudiants au Canada », écrit M. Giacomantonio.

Aucun représentant de FirstStudentLoan n'a retourné les appels faits en vue de la rédaction du présent article.

La proposition de FSL à la SFU prévoit d'accorder des prêts instantanés d'au plus 12 000 $ par an aux étudiants du premier cycle, des prêts d'au plus 15 000 $ aux étudiants diplômés et des prêts d'au plus 25 000 $ aux étudiants inscrits dans les programmes d'études professionnelles. Contrairement aux banques qui octroient des prêts seulement aux étudiants qui disposent d'un garant ou qui sont admis à un programme d'études professionnelles, FSL s'engage à offrir des prêts personnels à presque tous les étudiants inscrits qui satisfont aux critères d'admissibilité de base.

Suivant la proposition faite à la SFU, un étudiant du premier cycle possédant une bonne cote de solvabilité et sollicitant un prêt de 1 000 $ (montant minimum d'un prêt) sans coemprunteur devrait automatiquement payer une prime de risque de 12 %. La prime, servant à FSL de « commission de garantie », porterait le montant total de l'emprunt à 1 120 $. Des intérêts majorés de deux à six points de pourcentage au-dessus du taux préférentiel commenceraient à courir immédiatement, bien que les étudiants aient le choix de ne verser aucun paiement pendant qu'ils poursuivent leurs études.

Par ailleurs, FSL demande aux universités de l'aider à administrer ses prêts et de lui fournir un lien informatique vers les dossiers des étudiants. Dès qu'elle recevrait une demande de prêt instantané d'un étudiant, FSL procéderait à une vérification électronique de la solvabilité et vérifierait l'état de l'inscription de l'étudiant en accédant directement aux dossiers de l'université. Les étudiants sauraient en l'espace de quelques secondes si leur demande de prêt est acceptée. Ils n'auraient qu'à imprimer leur formulaire d'approbation et à l'apporter au bureau de l'aide financière de leur université, où ils signeraient les documents de prêt avant que les fonds empruntés ne soient virés sur leur compte de banque ou directement à l'institution.

C'est cette facilité d'accès, conjuguée à ce qui devrait être une campagne de marketing musclée sur les campus, qui amène certains à s'inquiéter de la possibilité que ce programme encourage l'abus.

« La première étape pour que l'argent soit emprunté de façon irresponsable consiste à rendre l'argent facilement accessible, et c'est ce que fait FSL », soutient M. Giacomantonio. « FSL reconnaît et accepte facilement qu'elle ne peut mettre le programme à l'abri des abus. »

À l'Université de la Colombie-Britannique, où FSL est également entrée en contact avec l'administration, un rapport sur la proposition présentée au Comité directeur des prêts facilités par l'université met en garde : « Le crédit rapide, qui pose déjà problème avec les cartes de crédit, pourrait maintenant poser problème avec un programme sanctionné par l'université. »

Le comité a néanmoins donné le feu vert, le 26 mars dernier, à un programme pilote de prêts en partenariat avec FSL. Bien que les membres du comité aient reconnu le potentiel d'abus, il est soutenu dans le procès-verbal de la réunion que « nous ne pouvons pas perdre du temps et des ressources en essayant de prévenir l'abus [des prêts de FSL] ».

L'UBC a approuvé un premier montant de 50 000 $ pour recueillir des données pour le programme pilote, mais les membres du comité directeur des prêts estiment que le coût réel avoisinera les 100 000 $.

Mais ce n'est là peut-être que le début de l'engagement financier de l'université. L'UBC prévoit aussi de soutenir le programme en donnant à FSL des garanties sur les prêts de sorte à réduire la prime de risque imposée aux étudiants.

Nous ne connaissons pas encore la part que l'UBC devra verser à FSL sous la forme de garanties jusqu'à ce que le risque de défaut total soit déterminé. Cependant, selon le procès-verbal de la réunion de mars du comité directeur des prêts, un représentant de FSL a fait observer que « l'UBC doit saisir l'envergure du programme, l'ampleur du risque pécuniaire et l'importance de l'engagement de l'UBC à garantir les prêts ».

Pour l'instant, l'université et FSL cherchent à obtenir du ministère de l'Enseignement supérieur de la Colombie-Britannique les données concernant le défaut de remboursement des prêts étudiants afin de déterminer si l'UBC a le profil voulu pour garantir les prêts. À la réunion de mars, certains membres du comité directeur des prêts se sont dits inquiets que le ministère puisse ne pas être disposé à divulguer cette information par respect pour la vie privée, d'où la suggestion voulant que les dirigeants de l'UBC trouvent un moyen de « contourner les voies politiques habituelles » pour se procurer les données.

De retour à la SFU, Chris Giacomantonio dit craindre que les universités aux prises avec de sérieuses compressions des fonds publics ne soient tentées d'invoquer la grande accessibilité des prêts personnels comme ceux proposés par FSL pour justifier la hausse encore plus marquée des frais de scolarité.

« Un programme comme celui proposé par FirstStudentLoan constituerait une autre source d'argent de prêt, non administré publiquement, qui permettrait aux établissements d'enseignement postsecondaire de hausser leurs droits de scolarité autant que les gens seraient disposés à emprunter, tout en permettant au gouvernement de diminuer davantage les fonds investis par étudiant », dit M. Giacomantonio. ■

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CAREERS
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A

■ **ACCOUNTING — The University of Lethbridge,** Faculty of Management, in Lethbridge, Alberta, Canada, has an opening for a visiting position in Accounting starting for the academic year 2004–2005. The position requires individuals who hold a PhD or ABD. Preference will be given to applicants with experience teaching Financial Accounting or Auditing. Applicants must have a commitment to effective and innovative teaching and have demonstrated an ability to conduct scholarly research. The Faculty seeks candidates who are attracted to a position which provides a balance between research and teaching. Salary and benefits are competitive. Faculty of Management: The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, as are teaching loads. Computer, research, and database support are excellent. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The positions advertised here are for the Lethbridge campus. The Faculty of Management consists of approximately 45 faculty members with diverse research interest and approximately 2000 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through co-op and mentorship programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: www.uleth.ca/man/. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 70,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. Please direct applications and inquiries to Dr. Toni Nelson, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4 Canada, or e-mail: management.dean@uleth.ca. The University of Lethbridge is an equal opportunity employer.

■ **ACCOUNTING — The University of Windsor.** The Odette School of Business invites applications for two tenure-track faculty positions in the area of Accounting at the rank of Assistant Professor or Lecturer commencing as early as July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519 973.7073; Email: rjhslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE — The University of Alberta,** Edmonton. The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta invites applications for a tenure-track position in clinical nutrition shared with the Capital Health Region. The successful applicant will function in part as a member of the nutrition services team of the Capital Health Authority and will establish a research program in clinical nutrition. The funding for this position is shared with the Capital Health Authority. A Registered Dietitian is required. The candidate will initially teach a senior level course in clinical nutrition. The successful applicant will also be provided with state-of-the-art research equipment and space. Facilities will include the new Human Nutrition Research Centre and the soon to-be-built Health Sciences Research and Innovation Facility that will also contain the Alberta Diabetes Research Institute. All positions are expected to contribute to graduate teaching. As part of a new initiative in the area of functional foods, the department is also filling a Canada Research Chair in functional foods and nutraceuticals. Information on this position can be obtained from the department web site www.afns.ualberta.ca. Applications, including a statement of research and teaching interests, curriculum vitae and the names of three referees, should be sent to Dr. Peter Sporns, Vice Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is May 31, 2004 or until a suitable candidate is found. For further information, contact Dr. Peter Sporns at Ph. (780) 492 2131, Fax (780) 492-4265, email: afnschair@ualberta.ca or visit the web site at www.afns.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and aboriginal persons.

■ **ANATOMY — The University of Victoria,** in partnership with the University of British Columbia, invites applications for a tenured or tenure-track faculty position/s at the rank of Assistant, Associate Professor or Professor specializing in the anatomical sciences (Gross Anatomy Histology and Neuroanatomy). The ideal start date for this position is July 2004. Primary responsibilities of the successful candidate will be to support the Island Medical Program and its medical students through program planning, classroom and laboratory teaching, and student mentoring and assessment. The successful candidate will have a primary commitment to student education. Candidates should possess a M.D. and/or PhD in Anatomy or equivalent, with demonstrated experience in teaching Human Gross Anatomy, Histology or Neuroanatomy. The applicant should be prepared to tutor in a problem based learning curriculum. The successful candidate should also be able to contribute to the further development of graduate programs in the life sciences at UVic and have an interest in collaborating with other scientists and clinical faculty within the institution and community to foster interdisciplinary research. A demonstrated ability in research and an interest in establishing a strong and dynamic research program would be considered an asset. The University of Victoria, with about 16,500 students (including 2,000 graduate students) and nearly 3,400 academic and support staff, is strategically poised on the Pacific Rim. Organized in ten Faculties and two Divisions, it is known for outstanding scholarship and innovative education and, in particular, for the largest co-op education program in Western Canada. UVic is also BC's second largest educator in the health sector and has exemplary interdisciplinary research centres, which are internationally renowned for research related to health. The University of Victoria is in partnership with the University of British Columbia and the University of Northern British Columbia to expand the UBC Faculty of Medicine undergraduate medical education program. The first expansion program intake for the Island Medical Program will be in August 2004. The first cohort of 24 students will arrive at the University of Victoria in January 2005. The primary appointment for this position will be to UVic, with an affiliate appointment to the Faculty of Medicine at UBC. The successful candidate will collaborate with the respective Departments and faculty at UBC for on-going undergraduate medical curriculum development/delivery, as well as collaborate with local clinical faculty. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Further information about the Island Medical Program can be obtained at: http://web.uvic.ca/imp. Nominations and applications should be submitted at the earliest convenience, and no later than May 15, 2004. Applications should include a current curriculum vitae and the names of three refer-

McGill

Food, Nutrition and Health

The Canada Research Chair Program (www.chairs.gc.ca), established by the government of Canada, enables Canadian Universities to promote world-class research and to recruit high caliber researchers to its leading institutions. McGill's Faculty of Agricultural and Environmental Sciences is embarking on a new initiative to expand its multidisciplinary research in Food, Nutrition and Health and is seeking internationally recognized leaders in the following areas of specialization.

Canada Research Chair (Tier I or II) in Nutrition Development & Aging

The School of Dietetics and Human Nutrition (www.mcgill.ca/dietetics/) invites applications for an outstanding junior or senior scholar with expertise in nutrition development and aging. Research may focus on molecular and cellular mechanisms of aging, clinical and/or behavioural aspects of normal development and aging processes, mechanisms of nutritionally based diseases in paediatric or geriatric populations, or nutrition and exercise related interventions to promote growth, development and healthy aging. Contact **Dr. Kristine G. Koski** at kris.koski@mcgill.ca or 514-398-7845. Deadline for applications is **September 30, 2004**

Canada Research Chair (Tier I or II) in Social & Environmental Aspects of Nutrition

The School of Dietetics and Human Nutrition (www.mcgill.ca/dietetics/) and its affiliated Centre for Indigenous Peoples' Nutrition and Environment (www.cine.mcgill.ca/) seek an outstanding candidate with expertise in nutrition research that incorporates social science methodologies related to cultural, psycho-social and/or environmental determinants of food use and health behaviors. Qualitative and quantitative measurements of behavior change related to food, nutrition and health and/or development of health promotion strategies for industrialized countries, for indigenous communities, and/or for developing societies in transition are desired. Contact **Dr. Harriet Kuhnlein** at Harriet.Kuhnlein@mcgill.ca or 514-398-7671. Closing date for receipt of applications is **June 1, 2004** or until position is filled.

Canada Research Chair (Tier I or II) in Nutritional Genomics

Two outstanding scholars are sought to play an integral role in the new initiative within the Faculty of Agricultural and Environmental Sciences to advance multidisciplinary genomics research through studies of the relationships between nutrition and genetics in health and disease in humans and animals. Successful candidates will have a PhD in nutrition, genomics, molecular biology or related area studying interactions and relationships between genetic or epigenetic factors and nutrients. Appointments will be in the School of Dietetics and Human Nutrition (www.mcgill.ca/dietetics/) or the Department of Animal Science (www.mcgill.ca/animal/). Contact **Dr. Xin Zhao** at xin.zhao@mcgill.ca or 514-398-7975. Deadline for application is **September 30, 2004**

Tenure Track Position in Economics of Technology & Bio-Products

The Department of Agricultural Economics (www.agrenv.mcgill.ca/agrecon) invites applications for a tenure track position in this emerging domain. Research expertise in the economics of technological progress, innovation, industrial structure, patent protection, property rights, technological risk assessment, standards, and the regulatory process as these relate to the development of new bio-products in agri-food, environment or health is required. Contact **Dr. John Henning** at john.henning@mcgill.ca or 514-398-7820. Deadline for application is **September 30, 2004** or until position is filled.

Candidates are expected, in addition to having a PhD in the appropriate field, to have an excellent publication record for their level. All are expected to develop strong, independent research programs supported by external research funds, collaborate with other researchers, and teach at both the undergraduate and postgraduate levels.

The Faculty of Agricultural and Environmental Sciences is located on McGill University's Macdonald Campus, which occupies 650 hectares in a beautiful waterfront setting on the western tip of the island of Montreal. Additional information about the Faculty and McGill University may be obtained through the web sites, www.mcgill.ca/macdonald or www.mcgill.ca.

Application materials can be mailed to the respective chair of the search committee at
McGill University (Macdonald Campus)
21111 Lakeshore Road
Ste. Anne de Bellevue, QC H9X 3V9

All qualified Canadians are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

www.mcgill.ca

SIMON FRASER UNIVERSITY

FACULTY POSITIONS IN ACCOUNTING

The Faculty of Business Administration at Simon Fraser University invites applications for three tenure-track appointments in accounting:

• **performance measurement** (Associate or Full Professor rank) • **tax, financial accounting or auditing** (Assistant or Associate rank) • **research program open** (Ph.D. in hand or near completion). Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels.

START DATE: January 2005 or at a mutually agreed upon time
SALARY: competitive within Canada

All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

~ Send curriculum vita and the names of three referees to:
Chair of the Appointments Committee
Faculty of Business Administration
Simon Fraser University, 8888 University Drive
Burnaby, British Columbia V5A 1S6 CANADA

~ The search will close when the positions have been filled.

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CAREERS CARRIÈRES

ees who might comment knowledgeably on the qualifications on the basis of which the individual merits consideration. Please send to: Oscar G. Casiro, MD, FRCPC, Associate Dean, Island Medical Program, University of British Columbia, Head, Division of Medical Sciences, University of Victoria, PO Box 1700 Stn CSC, Victoria, BC V8W 2Y2, Fax: (250) 721-6882, Email: medsci@uvic.ca.

B

■ **BIOCHEMISTRY, MICROBIOLOGY & IMMUNOLOGY — The University of Ottawa.** The Department seeks a Replacement Professor to teach in undergraduate courses in basic biochemistry and metabolism and to participate in a molecular biology laboratory course. Candidates should have a PhD in Biochemistry, or a related field, and be capable of teaching in both French and English. The initial contract for this non tenure track position will be for a period of one year, starting on September 1, 2004. Salary will be commensurate with qualifications. Applicants should send a curriculum vitae and a summary of their teaching experience along with the names of three references to bmisec@uottawa.ca or to Dr. Z. Yao, Department of Biochemistry, Microbiology and Immunology, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, ON K1H 8M5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy women, aboriginal people, members of visible minorities and persons with disabilities are invited to apply

■ **BIOCHIMIE, MICROBIOLOGIE & IMMUNOLOGIE — L'Université d'Ottawa.** Le Département est à la recherche d'un professeur temporaire pour enseigner au premier cycle dans les cours de base en biochimie et en métabolisme et pour participer au laboratoire de biologie moléculaire. Les candidats doivent détenir un PhD en biochimie ou dans un domaine connexe et pouvoir enseigner en français et en anglais. Ce poste ne mène pas à la permanence et le contrat initial sera d'une durée d'un an, avec entrée en fonction le 1er septembre 2004. Le salaire dépend de l'expérience. Les candidats sont priés de faire parvenir leur curriculum vitae, un sommaire de leur expérience en enseignement ainsi que trois références à bmisec@uottawa.ca ou à Dr Z. Yao, Directeur, Département de biochimie, microbiologie et immunologie, Faculté de medecine, Université d'Ottawa, 451 chemin Smyth, Ottawa, ON K1H 8M5. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse principalement, mais pas exclusivement, aux personnes qui détiennent la citoyenneté canadienne ou le droit de résidence permanente. Le bilinguisme (français/anglais) est un atout certain. L'Université souscrit au principe de l'équité dans l'emploi et encourage vivement les femmes à poser leur candidature.

■ **BUSINESS — McMaster University.** The Michael G. DeGroote School of Business invites applications for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2004. In addition to International Business, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered, if their research has a truly international business orientation. The candidate should hold or be close to completing a PhD and have demonstrated high quality teaching and research expertise. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V. V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, E-mail: baba@mcmaster.ca, Fax: (905) 528-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS — Royal Roads University.** We are currently seeking applications from learner-focused educators with specialization in one or more of the following areas: international business, strategy, sustainability and corporate/social responsibility, to fill two new faculty positions. You will play a key role in the design, development and delivery of courses in the MBA and BCom programs offered by our School of Business. Royal Roads was established to serve the needs of those working in a fast-changing global economy. It is the only public university in Canada dedicated to exclusively offering applied and professional programs, delivering innovative post-secondary education through a combination of Internet learning and brief on-campus residencies. Qualifications include demonstrated teaching excellence, an ability to work within an interdisciplinary outcomes-based curriculum, a PhD; a broad theoretical understanding of the field; strong applied skills; experience in curriculum design and development; and familiarity with (or interest in) Internet-based distance education. Applicants must be able to work effectively in a team environment focused on a common vision and operational goals. We offer a comprehensive compensation package, with starting salary based on qualifications on experience. RRU is an equal opportunity employer, committed to the principle of equity in employment. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority consideration. To apply or find out more information, visit our "Careers at RRU" page on our website at www.royalroads.ca.

■ **BUSINESS — Wilfrid Laurier University.** The Department of Business invites applications for limited term appointments in Accounting, Business Law, Management & Organizational Behaviour, Marketing, and Operations & Decision Sciences commencing either July 1st or September 1st, 2004

All positions are subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

C

■ **CANADIAN STUDIES — Carleton University.** Subject to budgetary approval, the School of Canadian Studies invites applications for a one-year term appointment at the rank of Instructor in the fields of Cultural Studies and Women's Studies, to begin July 1, 2004. The successful candidate will be expected to teach the following courses: CDNS 2200 — Landforms and Mindscapes; Canadian Regional Diversity; CDNS 4300 — Communities in Canada; CDNS 5002 — Interdisciplinary Methods; CDNS 5201 — Canadian Women's Studies, CDNS 5202 — Themes in Canadian Women's Studies. This position will be seconded to the Pauline Jewett Institute of Women's Studies to teach an extra 1.0 credit. Applicants must have a minimum qualification of a completed MA degree and must also have a commitment to effective teaching. All qualified candidates are encouraged to apply. Applicants should send their curriculum vitae, copies of representative publications, a summary of experience (including evaluations if available) and the names of three referees to François Rocher, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6. The deadline for receipt of applications is April 30, 2004. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities.

■ **CHEMICAL & BIOLOGICAL ENGINEERING — The University of British Columbia.** The Department of Chemical and Biological Engineering at the University of British Columbia and Canadian Blood Services (CBS) invite applications for a CBS Associate Scientist who will hold a tenure track appointment at the Assistant Professor level within the Department of Chemical and Biological Engineering and the UBC Centre for Blood Research. Canadian Blood Services is a not-for-profit, charitable organization whose sole mission is to manage the blood and blood products supply for Canadians. It is a dynamic and innovative organization committed to quality and to ensuring that Canadian transfusion medicine research and development remains at the cutting edge. Applicants are sought to build a research program of international recognition in blood processing, including but not limited to fractionation of plasma, blood rheology, purification and characterization of new plasma products, preparation and storage of platelet concentrates, and detection and removal of viral contamination including hepatitis. Qualifications: a PhD in chemical engineering, chemistry or a closely related field; a strong commitment to high quality undergraduate and graduate education in chemical and biological engineering; relevant industrial experience and eligibility for registration as a professional engineer are assets. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three references, should be sent by July 1, 2004 to Dr. Charles Haynes, Department of Chemical and Biological Engineering, The University of British Columbia, Vancouver, BC, Canada V6T 1Z4. While we thank all applicants for their interest, only those selected for an interview will be contacted. CBS is an equal opportunity employer. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidates will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have a research interest in the analytic, numerical or stochastic simulation of contaminant transport and fluid flow in aquatic systems. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Environmental Engineering including mathematics and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor L. Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and languages, and in particular, art and archaeology. Applicants should also have the ability to apply computer-related technology to teaching and research. Salary is commensurate with qualifications and experience. Consideration of applications will begin September 15, 2004. Please send curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON N2L 3G1 (email: lcurchin@watarts.uwaterloo.ca). Candidates who applied for a position in this department in the fall of 2003 may request that their file be reactivated. For more information on the department, please visit our website at http://classics.uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

Simon Fraser University
School of Computing Science, Surrey Campus
Assistant Professor

The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for tenure-track positions at the Assistant Professor level, to be located at the university's new campus in Surrey. Outstanding candidates at more senior levels will be considered as well. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in multimedia, computer graphics, computer-human interaction, systems, and interdisciplinary areas. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area.

Simon Fraser University is consistently one of the top-ranked publicly-funded universities in Canada. The School of Computing Science currently has over 170 PhD and M.Sc. students, 700 undergraduate majors, and 46 faculty members. The School is currently in a phase of strong growth, including the development of a full presence at the new Surrey campus. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University.

Simon Fraser University at Surrey is situated south of the Fraser River in Greater Vancouver, a 25-minute drive from the main campus in Burnaby. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural and intellectual pursuits, leisure opportunities, favorable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The positions are to start as of September 1, 2004. However, applications will be accepted until the positions are filled. All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca.

To apply, send a curriculum vitae, evidence of research productivity, and the names, addresses, and phone numbers of three referees to **Surrey Campus Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6**; Email: surrey-faculty-search@cs.sfu.ca.

Applicants who have applied this year for positions in the School of Computing Science at the Burnaby campus may simply contact us at the above address to indicate that they wish to have their application considered for these positions at the Surrey campus as well.

Schulich School of Business

York University is Canada's third largest university, with some 47,000 full- and part-time students in ten faculties.

The Schulich School of Business at York University is seeking the following outstanding scholars:

www.yorku.ca

Chair in Business History

The appointment will be effective July 1, 2005. Preferred candidates will be at the full professor level (candidates at the senior associate level are also encouraged to apply), and have demonstrated research expertise in comparative business history focusing on global business/economic history, the history of financial markets and financial institutions, and/or management history in different contexts. The ability to provide intellectual leadership in research and teaching at the Master's and PhD level is also required. Applications should be sent to: Professor James Danoch, Chair, Business History Chair Search. E-mail: jdanoch@schulich.yorku.ca Deadline to apply: **September 1, 2004.**

Hewlett-Packard Chair of Corporate Social Responsibility

The appointment will be effective January 1, 2005. Preferred candidates will have the qualifications for a full professorship, a PhD degree, a record of published, significant research in the field of social responsibility, and an ongoing program of research on subjects related to the area. Extensive teaching experience, and a strong background in a discipline associated with social responsibility are also required. Salary and benefits are competitive. Applications should be sent to: Professor Emeritus James Gillies, c/o the Dean's Office. Deadline to apply: **October 31, 2004.**

All York University positions are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Schulich School of Business

YORK UNIVERSITÉ UNIVERSITY

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Associate or Full Professor in Biomedical Engineering

McMaster University and its Department of Electrical and Computer Engineering have embarked on a major initiative to develop a strong biomedical engineering program both at the undergraduate and graduate level. This program will link the existing strength in electrical and computer engineering with biomedical research in medical imaging, medical telerobotics, telemedicine, signal processing, microelectronics and optoelectronics as well as the health sciences. Biomedical engineering bridges the historical separation between the biological and medical sciences and the engineering and physical sciences, thereby spanning interdisciplinary boundaries.

Our goal is to attract top notch undergraduate and graduate students, and to educate a new generation of engineers and prepare them for the health care profession and industry. In order to facilitate this, we are seeking a leader at the associate or full professor rank for a tenured or tenure-track position, who will help lead and develop this new biomedical initiative in Electrical and Computer Engineering and participate in the formation of a new McMaster School of Bioengineering. Truly outstanding candidates will be considered for a Tier 1 Canada Research Chair (CRC). Further details on the CRC Program can be viewed at: http://www.chairs.gc.ca/english/about/factsheet/index.html

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates.

CRC offers will be made in keeping with the immigration requirements associated with the Canada Research Chair program-no restrictions are imposed with regard to nationality or country of residence. Canada Research Chairs are subject to review and approval by the CRC Secretariat. All other qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Salary is commensurate with qualifications and experience.

Further information on the department is available from http://www.ece.mcmaster.ca

Applications should be sent to the address below, and will be accepted until this position has been filled. Please ensure all applications are complete with a curriculum vitae and the names of three references.

Search Committee
Department of Electrical and Computer Engineering McMaster University
1280 Main Street West
Hamilton, Ontario, Canada L8S 4L7

Telephone: 905-525-9140, ext. 23315
Fax: 905-523-4407
E-mail: ferracu@mcmaster.ca

McMaster University
ENGINEERING

McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

CAREERS CARRIÈRES

■ **COMMUNITY HEALTH SCIENCES — The University of Manitoba** The Department of Community Health Sciences, Faculty of Medicine, is seeking to fill one or two full-time contingent positions in the international health field at the rank of Assistant or Associate Professor, to commence in 2004, or as soon as possible thereafter. Position Number AKP 263. The Department of Community Health Sciences actively participates in undergraduate and residency training programs in the Faculty of Medicine and offers MSc and PhD degrees through the Faculty of Graduate Studies. It currently has 21 full-time and over 70 part-time faculty members. It has a strong research track record with particular strengths in health policy and evaluation, Aboriginal health, international health, and aging and health. It also provides a variety of services to communities, organizations and governments on a contractual basis. The new positions represent a commitment by the University to support international health activities within the Department of Community Health Sciences and the University as a whole, and particularly in the HIV/AIDS field. The University is currently involved in major HIV/AIDS-related research, training and intervention programs in several regions and countries, including Africa and India, with likely expansion to other countries in Latin America and Asia in the near future. To support the development of these programs, the successful candidates will: have experience and demonstrated skills in working in relevant research and program development in developing countries, have primary interests in the fields of epidemiology, public health or social sciences, and in particular in relation to the determinants of sexually transmitted infections, including HIV/AIDS, and their prevention and control; have strong interpersonal skills and demonstrated strength in leading and/or working in research and programming teams; have demonstrated skills in innovative approaches to dissemination and application of research, be prepared to make a commitment to the Department's further growth and development. Successful candidates will participate actively in HIV/AIDS related research programs and are expected to make a contribution to undergraduate and graduate teaching, and other departmental activities. Extensive international travel will be expected. Graduate student supervision may also be an important component of the duties of the appointees. Applicants should have a PhD in the social or health sciences, physicians and other health professionals must have advanced research training. Physicians may elect to enter into a geographic full-time (GFT) agreement. They must hold a medical degree eligible for registration with the College of Physicians and Surgeons of Manitoba. Salary and rank will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates should apply, enclosing a curriculum vitae and the names of three referees to Dr. John O'Neil, Head, Department of Community Health Sciences, Faculty of Medicine, The University of Manitoba, 750 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Application materials, including letters of reference, will be handled in accordance with Manitoba's Freedom of Information and Protection of Privacy Act. Closing date: August 31.

■ **COMPUTER SCIENCE — The University of Waterloo.** The School of Computer Science invites applications for a tenure stream position in scientific computation. The successful applicant will be expected to participate in the Computational Mathematics program, which is an interdisciplinary program in the Faculty of Mathematics (http://www.math.uwaterloo.ca/navigation/Current/CompMath/) and to work with the scientific computation research group (http://www.scicom.uwaterloo.ca). Preference is to appoint at the junior level, but exceptionally well-qualified applicants will also be considered for appointment at more senior levels. The research program of the scientific computation group is currently focused on software for PDE-based modeling, medical image processing, and numerical linear algebra. Members of the group have carried out extensive research collaborations in the areas of computational finance, physically based animation, groundwater pollution remediation, and magnetic resonance imaging. The School of Computer Science is a large, diverse department in the Faculty of Mathematics (http://www.math.uwaterloo.ca/CS_Dept). Its undergraduate and graduate programs are highly regarded, and its researchers receive funding from federal and provincial agencies, as well from private industry. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. The successful applicant is expected to have a strong background in computational techniques and have a significant interest in an applications area. He or she is expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the School. Applicants should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: J. W. Wong, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite the handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The start date of the position is negotiable. Applications will be considered as soon as they are complete and as long as the position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — The University of Windsor** invites applications for seven 12-month limited-term faculty positions in the School of Computer Science at the rank of Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Scott Goodwin, Interim Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2990; Fax: 519.973.7093, E-mail: garabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6508 (toll free) or recruit@uwindsor.ca.

■ **COUNSELLING — Memorial University.** Applications are invited for a three-year position at the rank of Assistant Professor in the Memorial University Counselling Centre, St. John's, Newfoundland, Canada. Qualifications: An appropriate doctorate in Psychology from a recognized university. Eligibility for registration with the Newfoundland Board of Examiners in Psychology is required. We are seeking a generalist whose duties will include individual and group counselling responsibilities across a broad spectrum of student concerns, and who has experience in training in broad areas of mental health. The candidate will have a strong interest in student affairs and student development. The position includes involvement with an innovative interdisciplinary training program and supervision of master's students, medical residents and predoctoral psychology interns in our CPA-accredited internship. Experience in outreach activities and interprofessional collaboration would be an asset. Expertise with gender and cross-cultural issues is also important. Finally, the candidate should have a commitment to scholarly production. Salary levels are based on qualifications and experience in accordance with Memorial University of Newfoundland and the Memorial University of Newfoundland Faculty Association. The appointment is effective September 1, 2004, subject to budgetary approval. Applicants should send a letter of application, curriculum vitae, and the names of three references to: Peter Cornish, PhD, Associate Professor and Director, University Counselling Centre, Memorial University of Newfoundland, St. John's, NL, A1C 5S7. Phone: (709) 737-8674, fax: (709) 737-3011, e-mail: pcornish@mun.ca. Closing date for application is: June 15, 2004. All qualified candidates are encouraged to apply, however priority will be given to Canadian citizens and permanent residents. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

D

■ **DENTAL HYGIENE — Dalhousie University,** Halifax, Nova Scotia. The Faculty of Dentistry is seeking applications for a full-time, limited term, possibly leading to tenure track, position in the School of Dental Hygiene commencing July 1, 2004. The two-year limited term will be fully credited to the time frame of the probationary tenure track position, if granted. The position requires a minimum Masters degree, teaching and practice experience and evidence of scholarly activity. Preference will be given to candidates with a PhD. Academic rank and salary will be based on the successful candidate's qualifications, experience and achievements. It is expected that the successful applicant will have demonstrated experience in teaching and administration of dental hygiene courses, clinical teaching and scholarly activity and be eligible for licensure in Nova Scotia as a dental hygienist. If eligible for licensure in Nova Scotia, there will be an opportunity for one day per week of private practice. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability and racially visible persons. Applications will be received until May 31, 2004. Dalhousie University is one of Canada's leading teaching and research universities, with four professional Faculties, a Faculty of Graduate Studies and a diverse complement of graduate programs. Collaborative and interactive research is encouraged, as is cooperation in teaching among the Faculties. We inspire students, faculty, staff and graduates to make significant contributions to our region, Canada, and the world. Dalhousie is located in Halifax, Nova Scotia, a vibrant capital city and the business, academic and medical centre for Canada's east coast. Applicants should submit a letter of application with Curriculum Vitae and two or three reprints of any research publications and the names, addresses and Internet addresses of three references to: Dr. H. A. Ryding, Chair, Search Committees, Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

■ **DISASTER & EMERGENCY STUDIES — Brandon University** invites applications for a tenure-track faculty position in the Applied Disaster and Emergency Studies (ADES) program, beginning August 1, 2004. The A-DES Department offers four-year Baccalaureate degrees (B.A. and B.Sc.) in Applied Disaster and Emergency Studies with concentrations in either Planning and Management or Disaster Science. The successful candidate should have practical or applied experience related to disasters and emergencies and an understanding of the challenges posed by interdisciplinary approaches to risks, hazards, disasters, and the emergencies that arise from such phenomena. In addition, the successful candidate should have a proven record of teaching, planning, research and scholarship. Required credentials include a) minimum of a Masters (PhD or equivalent preferred) in any of the following fields, Management, Planning, Psychology, Public Administration, Sociology, or in a relevant discipline or interdisciplinary area, b) experience in dealing with all-hazard issues and specialized experience or knowledge in disaster management in Canada, c) work experience in a disaster management area either in the private or public sector, and d) the experience or knowledge to effectively link university-based activities with public and private agencies and institutions. The successful candidate will be expected to teach courses in organizational response to disasters and emergencies, and, emergency preparedness laws and regulations, as well as courses in his or her area of expertise. Applications are due by May 28, 2004 or until the position is filled. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curr-

RESEARCH CHAIR IN WORKPLACE HEALTH & SAFETY

Memorial University
University of Newfoundland

Memorial University is the largest university in Atlantic Canada. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Contact:
Dr. Stephen Bornstein
Co-Director, SafetyNet
Memorial University
95 Bonaventure Ave, Suite 300
St. John's, NL A1B 2X5

Telephone: 1.866.672.3389
Fax: 709.777.6734
E-mail: safetynet@mun.ca

Memorial University of Newfoundland invites applications for a tenure-track or tenured position in Workplace Health and Safety at the rank of assistant or associate professor.

The successful applicant will initially hold a Research Chair funded for four years through external grants and will be subject to the provisions of the Collective Agreement governing extension of a tenure-track appointment or granting of tenure.

The successful applicant will design, supervise and help carry out interdisciplinary, applied health and safety research and will work with the SafetyNet research group (www.safetynet.mun.ca) and its partners to develop a regional research and knowledge exchange network with a broadly based, interdisciplinary approach.

Applicants will have a doctorate or equivalent academic qualifications in any of a wide range of disciplines and an established record of high-quality research and publication in workplace health and safety.

Full terms of reference and application procedures are available at: www.safetynet.mun.ca/researchchair.

Review of applications will begin on June 22, 2004 and will continue until the position is filled.

Assistant Professor in Engineering Physics

Queen's University
QUEEN'S UNIVERSITY AT KINGSTON

Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is January 1, 2005. Applicants must have a PhD degree or equivalent experience, and the educational and/or employment history which will permit the expeditious acquisition and maintenance of professional engineering registration in Canada. Appropriate industrial and teaching experience is desirable. The appointee will be expected to provide instruction in the Engineering Physics Program, to establish a strong program of research and graduate student supervision and links to industry, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience.

The primary selection criterion will be the quality of the candidate as judged against our goals of preparing students for careers in high technology industry and research, and of enhancing our research at the interface between basic science and its application to emerging technology. Currently the Department has major applied physics research groups involved in the development of non-destructive inspection techniques and applied magnetics, in medical ultrasonics, in optoelectronics, and in materials research in ceramic, thin film, ferroelectric and electronic devices. Other research in the Department includes studies of polymers, nanophysics, neutron scattering, electronic structure of materials, astronomy and astrophysics, and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the Department and University is available at http://www.physics.queensu.ca/.

All qualified candidates are encourage to apply; however, Canadian and permanent residents will be given priority. Queens University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and persons of a diversity of sexual orientation. Please submit a detailed curriculum vitae, a statement of research and teaching interest, and arrange to have three letters of recommendation sent to: *Dr. David A. Hanes, Head, Department of Physics, Queens University, Kingston, Ontario K7L 3N6, Canada*; Tel: 613-533-2706; Fax: 613-533-6967

Review of applications will begin on June 30, 2004 and continue until the position is filled.

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UNIVERSITÉ DE MONCTON
Campus de Moncton

L'UNIVERSITÉ DE MONCTON, FONDÉE EN 1963, EST UN ÉTABLISSEMENT D'ENSEIGNEMENT SUPÉRIEUR DE LANGUE FRANÇAISE EN MILIEU ACADIEN, REGROUPANT TROIS CONSTITUANTES SITUÉES DANS LES RÉGIONS LES PLUS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À EDMUNDSTON, À MONCTON ET À SHIPPAGAN.

LE CAMPUS DE MONCTON SOLLICITE DES CANDIDATURES EN VUE DE COMBLER :

UNE CHAIRE DE RECHERCHE DU CANADA EN E-FORMATION

L'Université de Moncton a un poste de Chaire de recherche du Canada (www.chaires.gc.ca) de niveau II dans le domaine de la e-formation à combler.

Les candidates et les candidats seront titulaires d'un Ph. D. (ou de son équivalent), auront un important dossier de réalisations en recherche et innovation, auront une capacité de consolider des programmes de recherche multidisciplinaires de premier plan et auront la capacité d'obtenir des fonds externes de recherche. Le plan stratégique de recherche de l'Université de Moncton est disponible à l'adresse suivante : www.chaires.gc.ca/web/program/srp/srp_list_f.asp

La Chaire en e-formation sera rattachée à la Faculté des sciences de l'éducation, qui offre des programmes de formation aux trois cycles, et sera en lien avec le groupe de recherche en e-formation nouvellement créé par le Conseil national de recherche du Canada et établi dans le Parc scientifique de l'Université.

La ou le titulaire sera reconnu(e) comme étant une ou un leader en e-formation et aura établi un programme de recherche de premier plan dans des activités telles que, mais sans s'y limiter, les aspects pédagogiques de la formation électronique, la qualité de cette formation de même que l'intégration des technologies dans l'enseignement. La ou le titulaire bénéficiera de l'expertise de pointe acquise par l'Université de Moncton dans la formation médiatisée grâce à l'infrastructure et aux ressources humaines dont elle dispose en ce domaine.

Étude des candidatures et entrée en fonction :

Les candidatures seront étudiées à partir du 1er juillet 2004 et, après avoir obtenu une approbation institutionnelle, la candidature retenue sera soumise au programme national pour approbation finale et nomination. L'entrée en fonction, avec statut de professeur, sera déterminée en fonction de la disponibilité de la personne choisie.

Les personnes intéressées à soumettre leur candidature sont priées de faire parvenir un dossier complet, y compris un curriculum vitæ, un plan de recherche détaillé, un tiré à part de trois publications et, aux fins de référence, le nom et coordonnées de trois personnes, à M. Andrew Boghen, vice-recteur adjoint à la recherche et doyen de la Faculté des études supérieures et de la recherche, Université de Moncton, Moncton (N.-B.) E1A 3E9. Téléphone : (506) 858-4310; télécopieur : (506) 858-4279; courriel : fesr@umoncton.ca

L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres de minorités visibles. Pour les Chaires de recherche du Canada, les candidatures peuvent provenir du Canada et de l'étranger.

Un **accent** sur le **savoir**

www.umoncton.ca/resshum

CAREERS CARRIÈRES

culum vitae, transcripts and the names and e-mail addresses of three referees to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, MB R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

E

■ **ECONOMICS** — The University of Windsor invites nominations and applications for the position of Head, Department of Economics, for a five-year term commencing July 1, 2005. The successful candidate will be appointed to a tenured faculty position. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Caron, Dean, Chair, Economics Head Search Committee, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2368; Fax: 519.973.7096; Email: econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Oraikch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EDUCATION — The University of Winnipeg.** The Bachelor of Education Program invites applications from qualified men and women for a five year renewable term position as Director of the Winnipeg Education Centre B.Ed. Program, subject to budgetary approval. The Winnipeg Education Centre offers an integrated five year B.A./B.Ed. Program. It is an "access" pre-service teacher education program designed for socially and economically disadvantaged inner-city residents who wish to become early and middle years teachers. The Director of the Winnipeg Education Centre has responsibility for the overall administration of the program, including program planning, preparation of the yearly timetable, and supervision of staff. The Director works closely with other B.Ed. Program personnel and Arts and Science departments. The Director also liaises extensively with schools, community groups, governmental agencies, and professional organizations. The successful candidate will have extensive experience working with inner-city educational settings and their students, preferably within the Manitoba context. It is expected that the successful candidate will have teaching and administrative experience at both the K-12 and the post-secondary level. Ideally, the successful candidate will have a PhD, or equivalent, which is relevant to the position. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. Interested candidates should, by May 31, send a curriculum vitae, including the names of three referees, to Dr. Annabelle Mays, Dean of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada, R3B 2E9, Fax: (204) 783-7981; e-mail: a.mays@uwinnipeg.ca. For more information about The University of Winnipeg see our website at www.uwinnipeg.ca.

■ **EDUCATION — McGill University.** The Department of Integrated Studies in Education, invites applications for a tenure-track position in the area of Mathematics Education, at the Assistant Professor rank, effective September 1, 2004. Applicants must have a PhD and an active program of research in an area related to teaching and learning school mathematics, with a focus on the elementary school level. The successful candidate will be part of a growing team in science and mathematics education in the Department and will be involved in research, curriculum development, and professional development activities for teachers at the local, provincial, national and international levels. Experience in schools will be an important asset, as well as an ability to function in both French and English. Responsibilities will include teaching and student-teacher supervision in our BEd programs and teaching and thesis supervision in our MA and PhD programs. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Letters of application should be accompanied by a curriculum vitae, the names of three referees, a statement outlining the applicant's current research program and how it fits into long-term research goals, and a portfolio demonstrating teaching excellence and how research and teaching are integrated, and sent to Dr. Cathrine Le Maistre at the address below. The Committee will start examining files on May 15 and will continue to accept applications until the position is filled. Dr. Cathrine Le Maistre, Mathematics Education Search Committee, Department of Integrated Studies in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2, Tel.: 514-398-4525, Fax: 514-3984529, E-mail: kate.le.maistre@mcgill.ca

■ **EDUCATION — L'Université McGill.** Le département d'études intégrées en sciences de l'éducation de l'université McGill cherche à pourvoir un poste de professeur adjoint conduisant à la permanence dans le domaine de l'enseignement des mathématiques, à compter du 1er septembre 2004. Le candidat retenu devra être titulaire d'un doctorat et mener un programme dynamique de recherche dans le domaine de l'enseignement et de l'apprentissage des mathématiques en milieu scolaire, plus particulièrement au niveau primaire. Le candidat retenu se joindra à une équipe dynamique d'enseignement des sciences et des mathématiques du département et participera aux activités de recherche, d'élaboration de programmes et de formation continue des enseignants au niveau local, provincial, national et international. Une expérience de travail en milieu scolaire est éminemment souhaitable, au même titre que la capacité de s'exprimer en français et en anglais. Le candidat devra faire de l'enseignement et encadrer des futurs enseignants inscrits à nos programmes de baccalauréat en Éducation en plus de faire de l'enseignement et de diriger les mémoires ou theses d'étudiants de maîtrise et de doctoral. Conformément à la réglementation canadienne en matière d'immigration, cette offre d'emploi s'adresse avant tout aux citoyens canadiens ou aux résidents permanents du Canada. L'université McGill souscrit à l'équité en matière d'emploi et invite la candidature des femmes et des hommes, des personnes handicapées, des membres des minorités visibles et des personnes autochtones. Les lettres de candidature doivent être accompagnées d'un curriculum vitae, du nom de trois répondants, d'une description sommaire du programme actuel de recherche du candidat, y compris en quoi ce programme cadre avec les objectifs de recherche à long terme, ainsi que d'un portfolio relatant l'expertise pédagogique du candidat et le mode d'intégration de la recherche et de l'enseignement. Le tout doit être envoyé au Dr Cathrine Le Maistre, aux coordonnées ci-après. Le Comité procédera à l'analyse des candidatures dès le 15 mai et continuera à recevoir des candidatures jusqu'à ce que le poste soit comblé. Dr Cathrine Le Maistre, Comité de recrutement pour l'enseignement des mathématiques, Département d'études intégrées en éducation, Faculté des Sciences de l'éducation, Université McGill, 3700, rue McTavish, Montréal (Québec), Canada H3A 1Y2, Téléphone : 514-398-4525, Télécopieur : 514-398-4529, Courriel : kate.le.maistre@mcgill.ca.

■ **EDUCATIONAL STUDIES — The University of British Columbia.** The Faculty of Education invites applications for the position of Head, Department of Educational Studies. The Department is one of four departments in the Faculty of Education. There are 29 full-time faculty and a number of full and part-time sessional instructors. The Department has 400 students enrolled in its doctoral and magistral programs and serves approximately 1,000 students enrolled in the Faculty's teacher education programs. The Department recognizes education occurs throughout society. It represents a combination of educational disciplines and programs (in Adult and Higher Education, in K-12 Educational Administration and Leadership, and in Society, Culture, and Politics in Education). The Department offers opportunities for the multi-disciplinary study of childhood; critical thinking, adult and nonformal education, First Nations education, educational leadership, gender, international and comparative education, social inclusion and exclusion, critical multiculturalism, youth studies, policy studies, and feminist approaches to social justice in education. Applicants should have a strong record of scholarship in one of the program areas of the Department and enjoy and be committed to working with a diverse array of people. The successful applicant will be someone who can represent the Department within society and the university. The appointment will be at the rank of Professor and for a 3-year term with the possibility of renewal. The salary is to be negotiated. The appointment is subject to final budgetary approval. The closing date for applications is June 1, 2004 or until the position is filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Interested applicants are asked to send a letter of application, including a statement about their commitment to building a convivial learning community, administrative experience, and leadership skills. They should send a recent curriculum vitae. Applicants should arrange to have three letters of reference sent to: Dr. Rob Tierney, Dean, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C., V6T 1Z4, Tel: (604) 822-5211, Fax: (604) 822-6501, e-mail: rob.tierney@ubc.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science at Memorial University of Newfoundland invites applications for a Tier II Canada Research Chair in the area of Application-Specific Integrated Circuit (ASIC) design. The appointment will be tenure-track at the Assistant or Associate Professor level. Candidates should demonstrate exceptional potential to build an internationally reputed research program in ASIC design. The Chair will have opportunities to collaborate with an anticipated Chair in Photonics. Information on the application procedure, qualifications, and expected activities of the Chair may be found at www.engr.mun.ca/people/employment/asic.html. Applications will be reviewed beginning on June 4, 2004. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. There is no restriction with regard to nationality or residence.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Waterloo.** The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

School of Child & Youth Care
UNIVERSITY OF VICTORIA

Various Faculty Positions

- **Senior Instructor** (Limited Hire)
- **Assistant Tenure-Track Professor**
- **Assistant Tenure-Track Professor** (Preferential Hire)
- **Director, SCYC**

Within a dynamic and innovative working environment that is respectful of diversity, the School of Child and Youth Care provides an applied baccalaureate degree (BA) to on-campus and distributed learning students, and at the graduate level, a Master of Arts and PhD in Child and Youth Care. SCYC also offers a community-based Diploma level program in Aboriginal Child and Youth Care in partnership with First Nations communities.

Faculty members in the School come from a variety of disciplines including: child and youth care; education; developmental, clinical, counselling, and social psychology; health and human services; child and family studies; nursing; and social work. Priority specialization areas for hiring within the School of Child and Youth Care include: early years, health, disabilities, quantitative methodology, family practice, parent support, community support, group practice, policy, and addictions. We are currently accepting applications for the following faculty positions:

- **Senior Instructor** (Limited Hire)
  Closing date for applications: ***May 17, 2004*** Given the limited time to prepare applications for this position, interested candidates are invited to call immediately to discuss their intent to apply with Dr. Sibylle Artz at 250-721-6472.
- **Assistant Tenure-Track Professor** (for the PhD program)
  Closing date for applications: ***May 17, 2004*** Given the limited time to prepare applications for this position, interested candidates are invited to call immediately to discuss their intent to apply with Dr. Sibylle Artz at 250-721-6472.
- **Assistant Tenure-Track Professor** (Preferential Hire)
  Closing date for applications: ***September 30, 2004***
- **Director, SCYC** (Professor or Associate Professor)
  Closing date for applications: ***September 30, 2004***

For full details, please see Employment Opportunities on the School of Child and Youth Care website www.uvic.ca/scyc.

UNIVERSITY OF CALGARY

Assistant Professor, Social Work

The **Faculty of Social Work** invites applications for a tenure track, assistant professor with expertise in child and family health. Candidates must have (or be near completion of) a doctorate degree, at least one degree in social work (or equivalent), and direct service experience with children and families. Refereed scholarly publications, funded research, and post-secondary teaching experience are priority criteria.

The Faculty of Social Work is research-intensive, supporting enquiry from multiple perspectives in the generation and application of knowledge to social and individual change. The position will complement the new Professorship in Family Centered Care shared by Social Work and Nursing with a joint appointment with the Department of Paediatrics, Faculty of Medicine. This is an exciting initiative with the new Alberta Children's Hospital being constructed near U of C campus.

The Faculty provides social work education at the baccalaureate and graduate levels leading to the degrees of BSW, MSW, and PhD. In addition to the Calgary campus, the Faculty has Lethbridge, Edmonton, and Access Divisions. The Access Division offers a culturally and geographically relevant BSW program in rural, remote, and Aboriginal communities across Alberta. The University of Calgary is a young, dynamic, comprehensive research university.

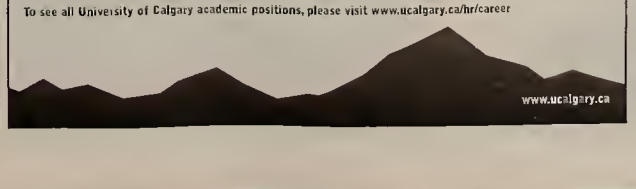
The Faculty is committed to increasing cultural, ethnic, and gender diversity in its complement of academic staff and therefore encourages applications that would support this commitment.

The University of Calgary respects, appreciates, and encourages diversity.

The competition will remain open until the position is filled. However, consideration of qualified candidates will start on **May 10, 2004**. This position has been previously advertised and the deadline has been extended.

Please send a letter of application, a curriculum vitae, and the names and addresses of three referees to: **Dr. Gayla Rogers**, Dean, Faculty of Social Work, University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4. Telephone: (403) 220-5945 Fax: (403) 284-1391

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates, and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career



UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of $103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.

TENURE-TRACK POSITIONS - Please see websites for more details.

FACULTY OF ADMINISTRATION
In the area of Management of Technology - www.uregina.ca/hr/recruitment.html

TERM POSITIONS – Please see websites for more details.

FACULTY OF FINE ARTS
In the Department of Visual Arts - www.uregina.ca/hr/recruitment.html

FACULTY OF KINESIOLOGY AND HEALTH STUDIES
In the area of Adapted Physical Activity - www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca

UNIVERSITY OF REGINA
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CAREERS CARRIÈRES

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Waterloo.** The Department of Electrical & Computer Engineering invites applications for a delimte-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Engineering, Electrical Engineering, or Computer Science. The candidate must demonstrate an aptitude for outstanding teaching in software engineering and related areas in electrical and computer engineering.Industrial experience is desirable, and the candidate must be willing to seek Ontario registration as a Professional Engineer. The appointment could start as early as June 2004. Applications will be considered until the position is filled. The Department of Electrical and Computer Engineering offers undeigraduate programs in Computer Engineering, Electrical Engineering, Mechatronics which is offered jointly with the Departments of Mechanical Engineering and Systems Design Engineeng), and Software Engineering (which is offered jointly with the School of Computer Science). The undergraduate programs have an enrolment of over 1,200 of the top students in Canada. All students in the Department participate in Waterloo's prestigious co-op weix program, which produces some of the most highly sought-after graduates in Canada. The successful candidate will be expected to teach courses in Software Engineeing and related areas in the programs offered by the Department. The primary dutres include teaching, academic advising, and laboratory management and supervision. There will be some administrative responsibilites and involvement in scholarly activities such as research and professional development. There are opportunities for rich interaction among software engineering faculty in Department of E&CE and in the School of Computer Science. The Department currently has more than 60 faculty members, including a group of 10 Lecturers. The Department offers an outstanding research and teaching environment with laboratories in VLSI, communication, software, hardware, distributed systems, microelectiomechanical systems, and nanotechnology. The graduate programs attract the top Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. Faculty benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toionto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a detailed curriculum vitae, statement of caieei objectives, and the names of at least three references. Supporting letters of reference should describe the candidate's range of teaching interests, expeitise, and expeience. Please direct all coiresondence to the Faculty Seaich Coordinaton, whose address is below. Faculty Seaich Coordinatoi Department of Electrical and Computer Engineering, University of Waterloo, 200 University Ave. West, Waterloo, ON, N2L 3G1. Al qualified candidates aie encouraged to apply; howevei Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities

■ **ETUDES FRANÇAISES — Queen's University** (Kingston). Le Departement d Etudes Iiançaises sollicite des candidatures pour un poste de deux (2) ans (non renouvelable) dans le domaine de la litteiature québecoise. L'attribution du poste est sujette a l'approbation budgetaire. Le/la candidat/e choisi/e aura à enseigner cinq (5) demi-cours par annee, y compris eventuellement un cours de 2e/3e cycles, à mener des iecheiches et a publier dans son domaine de specialisation, à assumer au besoin la direction de thèses de maitrise et à participer à l'administration et à la vie intellectuelle du département. Les candidats doivent avoir un doctoiat en main et faire preuve d'excellence dans les domaines de la iecheiche et de l'enseignement. Le poste sera attribué au rang de professeur adjoint; les conditions de travail sont fixées par la convention collective entre l'universite et la Queen's University Faculty Association (voir http://www.queensu.ca/qufa pour les détails). Les candidats sont priés d'envoyer un curriculum vitae, une description de leur experience d'enseignement, et tiois lettes d'appréciation avant le 4 juin, 2004 à l'adiesse suivante: Johanne Bénard, Directrice, Département d'Etudes françaises, Queen;s Unversity, Kingston, Ontario, Canada, K7L 3N6. Queen's University pratique une politique d'équité en matière d'emploi et invite des candidatures de femmes et d'hommes qualifiés, de minorités visibles, de peuples autochtones, de personnes handicapées, et de personnes appartenant à des minorités sexuelles. Conformément aux réglements de l'immigration canadienne, tous les candidats sont encouragés à poser leui candidature, cependant, la piéference sera accoidée aux citoyens canadiens et aux immigrants reçus.

F

■ **FINANCE & MANAGEMENT SCIENCE — Saint Mary's University** invites applications for a new tenure-track position in Finance at the Assistant Professor level. Candidates for this position should possess a PhD, or be nearing completion. Expertise in risk management, derivatives, and financial innovations is especially desirable. Strong teaching effectiveness, commitment to education innovation and program support, inter-disciplinary business experience, well-developed communication skills, and a collaborative working style are assets. Saint Mary's University, one of Canada's oldest universities, is home to the Sobey School of Business, the largest business school in Atlantic Canada. A Bachelor of Commerce Degree from Saint Mary's is offered with a variety of specializations. In addition, Saint Mary's offers a Masters of Business Administration Degiee, an Executive MBA, a Masters Degree in Finance, and the only PhD degree in Business Administration in Atlantic Canada. The Sobey School of Business is located in a modern facility providing state-of-the-art technology as well as classioom space for courses offered by many departments. Saint Mary's and the Sobey School of Business are dedicated to pieserving their fine academic heritage by attiacting, supporting, and developing a highly qualified faculty dedicated to pursuing both research and teaching excellence. Applications for this position should include a letter of application, a curriculum vitae, copies of iecent research papers, teaching evaluations, and the names and addresses of three referees. Applications should be forwarded to: Di. Milton Chew, Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902)496-8101. Applications will be accepted unlil the posstion is filled. Preferred start date is July 1, 2004. All qualified candidates aie encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Visit our website at www.smu.ca.

G

■ **GEOLOGICAL SCIENCES — The University of Saskatchewan.** The Department of Geological Sciences is accepting applications for two term positions for the 2004-2005 academic year. We are interested in applicants in the following broad areas: (1) Crustal Petrology and Geodynamics, and (2) Global and Environmental Systems. Candidates must hold a Ph.D. when appointed, which will be at the Assistant Professor level. The successful candidate in Crustal Petrology and Geodynamics would be able to teach subjects such as 1st year Physical Geology, Introductory Petrology, and senior-level Igneous Petrology, and Mineral Deposits. The successful candidate in Global and Environmental Systems would be able to teach 1st year Historical Geology, and senior undergraduate courses in his/her discipline. Preference for the latter position will be given to candidates with a background in modeling or statistical techniques. Although these positions are primarily teaching appointments, opportunities and facilities are available in the Department for the successful candidates to conduct research. The Department has 16 full-time faculty, including four research chairs. There are excellent geochemical and isotopic analytical facilities and computing infrastructure, particularly for saismology. In addition, the University is home to the Canadian Light Source, the first synchrotron in the country. Applications, including resumé, short statement of teaching goals, and three letters of reference, should be addressed to: Term Positions Soarch Committee, Department of Geological Sciences, University of Saskatchewan, Saskatoon, SK S7N 5E2, Canada, Email: kevin.ansdell@usask.ca, Fax: 306-966-8593, Website: www.usask.ca/geology/. We will begin reviewing applications after May 7, 2004. All qualified candidates aie encouraged to apply; however, Canadiens and permanent residents will be given priority. The University of Saskatchewan is committed to increasing representation of equity groups (women, people of aboiginal ancestry, visible minorities and/or people with disabilities). Applicants from these groups are encouraged to self-identify in their applications.

■ **GEOTECHNICAL ENGINEERING — Concordia University** The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Geotechnical Engineering. The appointment will be at the rank of Assistant Professor. Applicants must possess a PhD in Civil Engineering and have a proven track record in the development and applications of soil & rock mechanics and geotechnical engineeng. The successful candidate will be expected to assume responsibility for the development of the geotechnical testing laboratory and should have advanced computational and experimental skills to develop a significant research program in one or more of the following areas: reinforced earth, soil dynamics, geo-environmental engineering, and geotechnical applications in pavement materials. A strong commitment to supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels incoporating computer applications is also expected. Knowledge of French is an asset. Membership or eligibiity for membership in a Canadian profiessional engineeng association is requiied. The appointment will be made effective January 1st, 2005. Applicants should send a curiculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Di. Osama Moselhi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted unlil the position is filled. Further information about the University and the Department can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboiginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

H

■ **HEALTH & EPIDEMIOLOGY — The Queen's University Centre for Health Services and Policy Research** (http://chspi.queensu.ca/) invites applications for a Tier II Canada Research Chair in Health Policy. The incumbent's research program will be based in the Centre, with a primary academic appointment in the Department of Community Health and Epidemiology. The ideal candidate will have a doctorate in a relevant discipline, with preference given for specialization in health economics, have a record of substantial peer-reviewed publication, and will demonstrate evidence of an independent ability to attiact research funding. Research germane to the Canadian health care system, experience in working with decision makers, and previous teaching at the post-graduate level would be assets. This is a tenure-track position at the rank of assistant or associate professor with salary commensuiate to qualifications and experience. Academic faculty at Queen's aie governed by a collective agreement between the Queen's University Faculty Association and the Univeisity which is posted at www.queensu.ca/qufa. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboiginal people, persons with disabilites, gay men and lesbians. Review of applications will commence on April 26, 2004. Interested applicants are to submit a curriculum vitae and list of three potential referees, including names and addresses, to: Di. Bill Macklilop, Department of Community Health and Epidemiology, Abramsky Hall, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

■ **HEALTH SERVICES — The University of Western Ontario** seeks to fill a prestigious Canada Research Chair Tier 2 Position in the area of Health Services Research. Western, one of Canada's leading research-intensive universities, seeks to build on existing excellence in population research, clinical research and biostatistical research to position the university as a leader in Health Services Research. The University of Western Ontario provides an exceptional multi-disciplinary research environment. Productive collaborations exist among health services researchers based in several departments including (but not limited to) Epidemiology and Biostatistics, Family Medicine, Psychiatry, and Medicine with research interests which cover a range of topic areas including mental health, maternal and child health, primary care, occupational health and diabetes mellitus. The University of Western Ontario is also home to internationally recognized biostatistical researchers with expertise in a range of relevant methodologies. The successful candidate must have demonstrated an exceptional record of independently-funded research. Applicants should have doctoral training (or equivalent) in a rele-

UNIVERSITY OF CALGARY

Metabolic Biochemistry

The **Department of Biological Sciences** wishes to build on existing strengths in the area of biochemistry and structural biology (www.bio.ucalgary.ca and www.bio.ucalgary.ca/divisions/biochem/index/html) by inviting applications for a tenure-track Assistant Professor position from scientists with a strong background in Metabolic Biochemistry. Individuals interested in metabolism or metabolic regulation, metabolomics or systems biology are highly encouraged to apply. We are particularly interested in researchers who focus on studies of model organisms, such as yeast. The successful candidate has several years of post-doctoral training and will have a strong research record in Metabolic Biochemistry. S/he will be expected to establish an active externally funded research programme and will participate in teaching at the undergraduate and graduate levels. A complete application should include a curriculum vitae, representative publications and a statement of research interests. Candidates should arrange to have three letters of reference sent under separate cover. Deadline for receipt of all material is **June 15, 2004**. Send to: **Dr. D.M. Reid**, Head, Department of Biological Sciences, Faculty of Science, at the address below. Fax: (403) 289-9311

Calgary is a dynamic city (population over 900,000) with a lively cultural life and a very wide range of recreational opportunities. Calgary is only a one-hour drive from the Rocky Mountains. Banff, in Banff National Park, is less than an 80-minute drive west of Calgary. Calgary International Airport has excellent connections to Canadian, European, Far Eastern and U.S. cities.

Starting date is January 1, 2005.

Planning Program

The **Faculty of Environmental Design** at the University of Calgary invites applications for a full-time tenure-track position in Planning. The appointment will be at the rank of assistant or associate professor, commensurate with qualifications and experience.

The Faculty offers a Master of Environmental Design (Planning), a first professional degree which is nationally recognized (accredited) by the Canadian Institute of Planners. We also offer a PhD. As a professional, graduate-level Faculty, we provide an interdisciplinary teaching and learning environment that emphasizes a cooperative, collegial approach to research, scholarship and outreach. Degrees are also offered in architecture, environmental science, urban design, and industrial design. We have a solid record of internationalization, including the operation of a longstanding endowed study abroad program in Barcelona. EVDS recently opened a new community-based design centre in downtown Calgary. The Faculty has a strong history and a growing reputation in research, scholarship, creative activity and professional practice in areas related to environmental intervention and sustainable futures. Our major research areas include history and theory of planning and design, sustainable design and development, and environmental management.

Applications are invited from suitably qualified candidates who can take a lead role in teaching and managing our core planning courses. This requires a working knowledge of the urban development system, including sustainable urban or regional land use planning, statutory and administrative frameworks, transportation planning, and infrastructure planning, and possibly heritage planning.

The successful candidate will provide leadership in the development and delivery of instruction in planning studios and seminars, and in the supervision of Master's Degree projects and PhD students. S/he will be expected to contribute to the Faculty's core programs, and to engage in high-quality research and creative scholarship related to his/her areas of expertise.

An educational background in Planning and a PhD with an appropriate area of research concentration are requirements for this position. Ideally, the appropriate area of research concentration would coincide with the Faculty's major research areas (as outlined above). Previous teaching experience at the graduate level, a knowledge of computer applications in planning, and membership (or eligibility for membership) in the Canadian Institute of Planners are desirable.

The selection committee will begin reviewing applicants on **May 17, 2004**, with the competition remaining open until the position is filled.

Interested candidates should submit a statement of interest, curriculum vitae and names of three references to: Professor Tom Harper, Director, Planning Program, Faculty of Environmental Design, at the address below. Attention: **Ms. Linda Corbeil, Administrative Assistant to the Dean.** Email: corbeil@ucalgary.ca Fax: (403) 210-9384.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

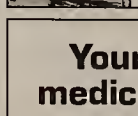
All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority
The University of Calgary respects, appreciates and encourages diversity
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

UCC KAMLOOPS, BRITISH COLUMBIA

THE TOTAL EXPERIENCE

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 58 different diploma and certificate programs, many of them unique in the province



UCC invites applications for the following position:

SCHOOL OF NURSING
Full-Time, Continuing
Competition #04-029

For further information about this position, please visit our website at: **http://www.cariboo.bc.ca/hr/job.htm**

We wish to thank all applicants; however, only those under consideration will be contacted.

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CAREERS CARRIÈRES

vant discipline such as Epidemiology, Health Economics or Health Administration. With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events as would be expected of a larger center (see www.city london.on.ca). Nominations or direct applications are sought until the positions are filled. Please send a detailed curriculum vitae, a statement of research interests, and the names of three references to: Dr. Karen Campbell, Chair, Department of Epidemiology & Biostatistics, Faculty of Medicine & Dentistry, Kresge Building, The University of Western Ontario, London Ontario, Canada N6A 5C1. The successful candidate would normally be appointed at the rank of Assistant or Associate Professor in the Faculty of Medicine and Dentistry as a Tier 2 Canada Research Chair. Applicants will be expected to initiate their own independent programs in health services research as well as participate in graduate level teaching. As appropriate, assistance will be provided in helping to locate suitable spousal employment. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTOIRE — La Collège militaire royal du Canada.** Le département d'histoire, conjointement avec la Division des études permanentes du Collège militaire royal du Canada, cherche à combler un poste permanent au rang de professeur(e) adjoint(e) en histoire militaire, avec un champ de spécialisation principal en histoire militaire canadienne et un champ de spécialisation secondaire en histoire de la science et de la technologie ou en guerre et société ou en histoire militaire comparée. Les personnes intéressées doivent démontrer un engagement réel envers l'éducation à distance et une implication soutenue dans le développement et la prestation de cours par correspondance. Les qualifications requises sont un doctorat (PhD) en histoire ou l'équivalent, une expérience acceptable d'enseignement et un dossier de publications acceptable. L'expérience en conception et en enseignement de cours à distance sera un atout. L'expérience en milieu militaire sera un atout. La personne choisie devra pouvoir enseigner en français, principalement des cours de premier cycle portant sur l'histoire militaire, aussi bien en classe que par correspondance ou par l'Internet, et assurer la coordination de l'enseignement des cours en histoire militaire offerts par le CMR et donnés par correspondance ou enseignés en classe sur les bases des Forces armées à travers le Canada dans les deux langues officielles. Il s'agit donc d'un poste bilingue qui requiert l'habileté de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique: PPP/PPP). Si aucun(e) des candidat(e)s ne devait se qualifier pour ce poste, une liste d'admissibilité pourrait être dressée pour doter des postes semblables, dont le profil et les diverses exigences linguistiques peuvent varier. L'échelle salariale est de $43,126 à $74,000, à quoi s'ajoute un montant forfaitaire annuel de $3,000 selon la convention collective en vigueur qui expirera le 1er juillet 2004. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e) retenu(e). La personne nommée aura une période probatoire de trois ans. Un curriculum vitae, accompagné d'une attestation d'études d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandations, doit être envoyé à: M. Michael Hennessy, Directeur, Département d'histoire, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston, ON, K7K 7B4; Tél.: (613) 541-6000, poste 6648, fax: (613) 541-4801. Courrier électronique: hennessy-m@rmc.ca. Le poste annoncé est encore sujet à une approbation budgétaire. La date prévue d'entrée en fonction est le 1er janvier 2005. La date limite d'acceptation des candidatures est fixée au 15 août 2004. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : http://www.cmec.ca/ciclc/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Un crédit additionnel sera accordé aux candidats qui démontrent de l'expérience en cette matière.

■ **HISTORY — The Royal Military College.** The Department of History jointly with the Division of Continuing Studies of the Royal Military College invites applications for a tenure track position at the level of Assistant Professor. The required teaching field is military history with a particular specialization in Canadian military history with secondary fields preferably in the history of Science and Technology, or war and society or comparative military history. The position requires a strong commitment to teaching and developing distance education. The required qualifications are a PhD in History or its equivalent, acceptable teaching experience, and an acceptable record of publications. Experience in the development and delivery of distance learning courses will be an asset. Military experience will be an asset. The successful candidate must be prepared to teach undergraduate students in French. In class as well as at a distance, via the Internet, and to supervise the teaching of courses offered by RMC and taught at a distance by correspondence, the Internet or at Canadian Forces bases across Canada in both official languages. Thus, this is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various language requirements. The salary range is $43,126 to $74,000, plus an annual lump sum payment of $3,000 under the collective agreement that expires on 1 July 2004. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to: Michael A. Hennessy PhD, Head, Department of History, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON, K7K 7B4. Phone: (613) 541-6000, ext 6648, fax: (613) 541-4801, Email: hennessym@rmc.ca. The position is still subject to budgetary approval. The expected starting date for the position is 1 January 2005. The closing date for applications is 15 August 2004. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/ciclc/ for further information. The Royal Military College of Canada is a co-educational and bilingual institution, and this position is offered equally to women and men. Additional credit will be awarded to those candidates who possess this experience.

■ **HUMAN ECOLOGY — The University of Alberta.** The Department of Human Ecology invites applications for a tenure track Assistant Professor in the area of Textile and Apparel Science. The start date for this position is January 1, 2005 or earlier. The Department offers a BSc in Human Ecology with majors in Textiles and Clothing, and Family Ecology, a BSc/BEd degree; Masters degrees in Textiles and Clothing and Family Ecology and Practice (both thesis and course-based options) and a PhD degree in Human Ecology. A recent $4.1 million renovation to the Human Ecology Building has provided the Department with excellent facilities for conducting both textile and apparel science research and social science research. A special research infrastructure grant of $1.4 million recently enabled a major enhancement of the Department's internationally recognized Protective Clothing and Equipment Research Facility. The Department is part of the Faculty of Agriculture, Forestry and Home Economics, an interdisciplinary faculty that values excellence in teaching and research. For further information see www.afhe.ualberta.ca. Responsibilities: Teach undergraduate and graduate level courses in textile and apparel science; supervise Masters and PhD students; establish an independent research program in an area that fits with the Department's established research excellence in healthy human environments (including textile and apparel science, product evaluation, and protective clothing). Requirements: PhD in Textile Science or Textile and Apparel Science or related field. University teaching experience preferred, especially in a human ecology context. Evidence of a successful record of scholarship is important. The successful candidate will have a background that is a good fit with the Department of Human Ecology and that enhances our ability to provide relevant, high quality education and research programs. Demonstrated leadership ability and potential to develop a strong research program consistent with the Faculty's commitment to collaborative research is expected. Demonstrated potential to contribute to an interdisciplinary research program in protective clothing is desirable. The salary range for the position is commensurate with experience at the level of Assistant Professor: the 2003/04 range is $49,188–69,660. Closing date for applications is July 31, 2004, or until a suitable candidate is found. Please submit applications to Linda Carpack, Chair, Department of Human Ecology, 302 Human Ecology Building, University of Alberta, Edmonton, AB T6G 2N1 Canada (780) 492-5997; fax (780) 492-4821; email linda.carpack@ualberta.ca.Include in the application package: letter of application addressing qualifications, a statement of teaching philosophy and interests, and a description of research program; curriculum vitae including a list of publications; graduate transcripts; the names and contact information of three referees; and up to three sample refereed journal articles. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

I

■ **INDUSTRIAL & MANUFACTURING SYSTEMS ENGINEERING — The University of Windsor** invites applications for a tenure-track position in the Department of Industrial and Manufacturing Systems Engineering at the rank of Assistant or Associate Professor commencing as early as August 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions.Contact: Dr. Leo Ornet, Department Head, Industrial and Manufacturing Systems Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2607; Fax: 519.973.7062; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Saint Mary's University.** The International Development Studies Program invites applications for a nine-month sessional appointment at the Assistant Professor rank, effective September 1, 2004. The successful candidate must have a completed PhD and a demonstrated commitment to teaching and scholarly research. Preference will be given to scholars with a specialization in development theory, and also to those with an area interest in either Asia or Africa. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Candidates are asked to forward a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts and the names of three referees to Dr. John Chaimard, Acting Coordinator of International Development Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5181. Deadline for receipt of applications is June 21, 2004.

L

■ **LIBRARY — The University of Windsor's** Leddy Library invites applications for a tenure-track Librarian position in the area of Bibliographic Access commencing as early as July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519.253.3000, Ext. 3161, Fax: 519.971.3638; E-mail: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

M

■ **MANAGEMENT & LABOUR STUDIES — The University of Windsor.** The Odette School of Business invites applications for a tenure-track and a 12 month limited-term position in the area of Management and Labour Studies at the rank of Assistant Professor or Lecturer commencing as early as July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073, Email:rjhesip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

Assistant Professor Microbiology

Laurentian University, Sudbury, Ontario, Canada invites applications for an Assistant Professor in Microbiology in the Department of Biology. PhD in Microbiology with post-doctoral or equivalent experience and a strong research potential required. The successful applicant will establish externally funded research, supervise graduate students and teach undergraduate and graduate courses (Microbiology, Medical Microbiology or Infectious Diseases).

The Department is research oriented offering graduate and undergraduate programs with options in biomedical, conservation & restoration ecology, integrated biology, wildlife and habitat ecology and zoology. Facilities include: Animal Holding Facility, Central Analytical Facility, Biocomplexity Computational Facility, Cooperative Freshwater Ecology Unit (MNR/MOE) and the Center for Environmental Monitoring.

Appointment is subject to budgetary approval and may be filled as an NSERC-UFA. Laurentian has a requirement of passive bilingualism (French/English) for tenure and is committed to employment equity, encouraging all qualified applications including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Immigration Canada, all qualified candidates are encouraged to apply; however, Canadian residents will be given priority.

Please forward a covering letter, resume and names and addresses plus e-mail of three referees to: **Dr. Frank Mallory, Chair & Professor, Department of Biology, Laurentian University, Sudbury, Ontario,** Canada **P3E 2C6,** Phone: (705) 675-1151 ext. 2290; Fax: (705) 675-4859; E-mail: fmallory@laurentian.ca. Deadline: **May 30, 2004.**

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

Canada Research Chair in Rural Health (Tier II)

The Faculty of Professional Schools invites applications from accomplished researchers for a tenure-track position at the rank of assistant or associate professor for a Tier II Canada Research Chair in Rural Health. Rural health refers to the health conditions of people living in rural, northern, or remote areas as well as small towns or aboriginal communities. The scope of rural health encompasses the health status of people in rural areas; disease patterns among rural residents; determinants of health in rural areas; effectiveness of social and health policies, programmes, and practice in rural areas; resource needs and allocations to rural areas; occupational health issues in a rural setting, injury prevention targeting northern work environments; and training and practice patterns of rural health care providers.

The successful candidate will be appointed to an appropriate academic unit such as Nursing, Social Work, Human Kinetics, Native Human Services, Midwifery Education, or the Northern Ontario Medical School East Campus, and could be cross-appointed to one or more relevant schools or departments within Laurentian University. She or he will also be a Faculty Investigator of the Centre for Rural and Northern Health Research, an interdisciplinary research institute with a national reputation in rural health research. We are seeking an emerging scholar in rural health, with a focus on rural population health, aboriginal or indigenous health issues, the rural health workforce, rural health policy, or delivery of services in rural areas. She or he will have a demonstrated research, grants, and publication track record.

The candidate must have a PhD in a health profession (nursing, social work, human kinetics, midwifery education, medicine), health sciences (epidemiology or health services administration), or in one of the social sciences, with demonstrated research competency in one or more of the identified research themes; a commitment to interdisciplinary and collaborative research; up to ten years of academic or public service experience. Amongst equally qualified candidates in rural health research, applicants with proficiency in both official languages will be given preference.

Laurentian University is located in Sudbury, a vibrant multicultural city which is rapidly diversifying its economic base into the sectors of Health Sciences and Education. Sudbury is an attractive, modern city offering unique cultural, recreational, and educational opportunities for faculty and students.

In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure.

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities.

Candidates should submit their application, including a curriculum vitae, a letter of application, a draft research plan by **August 1, 2004 to Dr. Anne-Marie Mawhiney, Dean, Faculty of Professional Schools, 935 Ramsey Lake Road, Laurentian University, Sudbury, ON, P3E 2C6.**

Laurentian Laurentienne
UNIVERSITY/UNIVERSITÉ

Chaire de recherche du Canada en santé rurale (volet II)

La Faculté des écoles professionnelles sollicite des candidatures de chercheurs chevronnés pour combler un poste menant à la permanence de professeur adjoint ou agrégé pour une Chaire de recherche du Canada (volet II) en santé rurale. La santé rurale fait référence à la santé des personnes vivant dans des régions rurales, isolées ou du Nord ainsi que dans de petites villes ou collectivités autochtones. La notion de santé rurale englobe l'état de santé de la population, la structura de la morbidité, les déterminants de la santé, l'efficacité des politiques, des programmes et des pratiques, les besoins et allocations de ressources, les questions de santé au travail, la prévention des accidents du travail dans les environnements du nord et les modèlas de formation et d'exercice des fournisseurs de soins de santé en milieu rural.

La personne retenue sera rattachée à l'unité d'enseignement de sa spécialisation (Sciences infirmières, Service social, Sciences de l'activité physique, Services sociaux pour les Autochtones, Formation des sages-femmes ou École de médecine du Nord-Ontario — campus est) et pourrait bénéficier d'une nomination conjointe dans une ou plusieurs unités de l'Université Laurentienne. Elle aura aussi le titre de professeur-chercheur au Centre de recherche en sante dans les milieux ruraux et du nord, un institut de recherche interdisciplinaire réputé à l'échelle nationale pour les travaux dans ce domaine. Nous sommes à la recherche d'une personne qui commence à se faire un nom dans le domaine de la santé rurale et qui s'interesse surtout à la santé de la population des réqions rurales, aux questions de santé des Autochtones ou des Indigènes, à la main-d'œuvre en santé rurale, aux politiques de sante rurale ou à la prestation des services dans les réqions rurales. Cette personne aura également un solide dossier en matière de recherche, de subventions et de publications. La personne retenue sera titulaire d'un doctorat dans une profession de la santé (sciences infirmières, service social, sciences de l'activité physique, formation des sages-femmes, médecine), dans les sciences de la santé (épidemiologie ou administration des services de santé) ou dans un domaine des sciences sociales, et possedera des competences éprouvées en recherche sur un ou plusieurs des thèmes de recherche indiqués. Elle doit aussi être prête à effectuer des recherches interdisciplinaires et concertées et avoir jusqu'à dix ans d'expérience da travail dans l'enseignement ou la fonction publique. Parmi les personnes qui possèdent les mêmes compétences, la préférence sera donnée à celles qui maîtrisent les deux langues officielles.

L'Université Laurentienne est située à Sudbury, une ville multiculturalla et dynamique qui diversifie rapidement sa base économiqua vers les secteurs da l'enseignement et des sciences de la santé. Sudbury est une ville moderne et agréable qui offra au corps professoral et à la population étudiante des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles.

Conformément à la Politique de bilinguisme de l'Université Laurentienne, le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence. L'Université Laurentienna souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Les candidates et candidats sont priés de faire parvenir, avant le **1er aout 2004**, une lettre de candidature, un curriculum vitae, l'esquisse d'un plan de recherche et un échantillon de leurs travaux à **Madame Anne-Maria Mahwinay, PhD, Doyenne de la Faculté des écoles professionnalles, Université Laurentienne, 935 Chemin du lac Ramsey , Sudbury, ON P3E 2C6.**

CAREERS CARRIÈRES

■ **MANAGEMENT SCIENCE — The University of Windsor.** The Odette School of Business invites applications for a 12-month limited-term faculty position in the area of Management Science at the rank of Assistant Professor or Lecturer as early as commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091, Fax: 519.973.7073, Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MANAGEMENT SCIENCE — The University of Windsor** invites applications for a 12 month limited-term position in the Odette School of Business in the area of Management Science, at the rank of Lecturer or Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073, Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

■ **MATHEMATICS — Simon Fraser University.** The Department of Mathematics invites applications for a tenure-track position at the Assistant Professor level starting January 1, 2005 or September 1, 2005. We seek an applicant with a strong independent research program and a commitment to undergraduate and graduate teaching. We are looking for candidates whose research interests span both pure and applied mathematics e.g. applied analysis. The department's web page can be found at http:// www.math.sfu.ca/. Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nations people. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Applications including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by September 30, 2004, to: Pure/Applied Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, Email: mcs@sfu.ca Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The position is subject to final budgetary approval.

■ **MATHEMATICS & STATISTICS — Carleton University.** The School of Mathematics and Statistics invites applications for a term position (for up to 12 months) at the rank of Assistant Professor for the 2004-05 academic year, to commence July 1, 2004 at the earliest (subject to budgetary approval). Applications are invited from persons with a PhD degree who are actively engaged in research in the areas of mathematics and optimization. Duties include a normal teaching load (2 courses per term) in areas such as combinatorial optimization and linear programming. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. C. W. L. Garner, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MATHEMATICS & STATISTICS — The University of Windsor** invites applications for a tenure-track position in the Department of Mathematics and Statistics in Convex Analysis, at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. S. E. Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3015; Fax: 519.971.3649; Email: mhsta2@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL & AUTOMOTIVE ENGINEERING — The University of Windsor.** The Faculty of Engineering invites applications for a Tenure-Track Assistant Professor (UFA) position in Applied Dynamics commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor R. Gaspar, PhD, PEng, Chair, MAME Search Committee, Office of the Department of Mechanical, Automotive and Materials Engineering, Faculty of Engineering, Room 224, Essex Hall, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519-253-3000, Ext. 2596; Fax: 519-973-7007, Email: mameng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL ENGINEERING — The University of New Brunswick,** Department of Mechanical Engineering, invites applicants for a tenure stream appointment at the Assistant Professor level, commencing July 1, 2004, with specialty in Materials and Manufacturing. Duties in the Department will include teaching undergraduate courses in the core Mechanical Engineering curriculum, developing courses in the area of the appointee's research speciality at the senior undergraduate and/or graduate level, supervising graduate students and conducting research. Information about the Department can be found at www.me.unb.ca. The ideal candidate will have a PhD in Mechanical Engineering or Materials Science and Engineering with specialty in advanced materials, materials characterization, deformation mechanisms and/or processing. Demonstrated achievements in research and teaching, as well as design experience, will be an asset. The appointee will be, or will be eligible to become, a registered Professional Engineer. Applications, including a curriculum vitae, a teaching dossier (if available), a brief research proposal, and three letters of reference, should be sent to: Esam Hussein, PhD, P.Eng., Chair, Department of Mechanical Engineering, University of New Brunswick, P. O. Box 4400, Fredericton, NB, E3B 5A3. Nominal closing date is May 30, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials, and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2004 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MEDIA PRODUCTION & STUDIES — The University of Regina.** Applications are invited for a one year term appointment in the area of film and video and digital production at the rank of Assistant Professor to commence July 1, 2004. The successful candidate will teach production courses in film, video and digital media in a BFA programme and carry out creative and research work related to production. Applicants should hold a Masters degree in media production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in dramatic narrative would be an asset. Please submit applications with curriculum vitae, a copy of all university transcripts, a portfolio of relevant work, and the names of three referees who have been asked to send letters by May 1, 2004 to: Kathryn Launn, Dean, Faculty of Fine Arts, University of Regina, Regina, SK, Canada, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates, Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women. We are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

■ **MICROBIOLOGY & IMMUNOLOGY — The University of British Columbia.** The Department of Microbiology and Immunology has two tenure track positions available for investigators whose research interests lie within one of the following two broad areas: 1) prokaryotic gene regulation, envirogenomics of environmentally relevant organisms or communities, ecology, 2) cellular microbiology, innate immunity. At least one of the selected candidates would be eligible for a Canadian Research Chair, a prestigious funding program that was created to attract and retain outstanding young scientists. Although we anticipate hiring at the Assistant Professor level, appointment at a more senior level is possible for suitably qualified applicants. The Department of Microbiology and Immunology has a strong research record and a thriving graduate program. The nominated candidates will benefit from shared departmental equipment and modern laboratory facilities within a newly erected Life Sciences Building that will be home to more than 300 multidisciplinary research teams. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority (applicants should identify citizenship and/or immigration status). Interested individuals should send their CV, summary of proposed research activity over the next five years, and the names of three referees to Nancy Kan, Secretary to the Head, Department of Microbiology and Immunology, 300 - 6174 University Boulevard, Vancouver, BC, V6T 1Z3, Canada. Electronic (PDF) submissions can also be sent to nancyk@interchange.ubc.ca. The deadline for applications is August 15, 2004.

■ **MILITARY PSYCHOLOGY & LEADERSHIP — Royal Military College of Canada.** The Department of Military Psychology & Leadership, jointly with the Division of Continuing Studies of the Royal Military College of Canada, invites applications for a tenure track position at the level of Assistant Professor, with a specialisation in Military Ethics and Leadership. The position requires a strong commitment to teaching and developing distance education courses. The required qualifications are a PhD or its equivalent, acceptable teaching experience in Military Ethics and Leadership, and an acceptable record of publications. Experience in the development and delivery of distance learning courses will be an asset. Military experience will be an asset. The successful candidate should be prepared to teach in French or English: undergraduate courses primarily on Military Ethics and Leadership and possibly a postgraduate course in that field of study, in class as well as at a distance, via the Internet. The successful candidate must also be prepared to fully participate in the administrative aspects of this position within the Division of Continuing Studies. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various language requirements. The salary range is $43,126 to $74,000, plus an annual lump sum payment of $3,000 under the collective agreement that expires on 1 July 2004. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to: Dr. Robert St. John, Department of Military Psychology & Leadership, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4 Phone: (613) 541-6000, ext 6304. Fax: (613) 5416822. Email: st-johnr@rmc.ca. This position is still subject to budgetary approval. The expected starting date for the position is 1 January 2005. The closing date for applications is 15 August 2004. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Additional credit will be awarded to those candidates who possess this experience.

■ **MOLECULAR VIROLOGY — The University of Western Ontario.** The Department of Microbiology and Immunology is seeking a probationary (tenure-track) faculty member at the level of Assistant Professor in the area of Molecular Virology. Outstanding candidates will be considered at a higher rank. The successful candidate will hold a PhD degree, M.D., or equivalent and is expected to establish an independent, externally funded research program and collaboratrons with others at The University, the J. P. Roberts Research Institute, and the Lawson Health Research Institute. The Department has strong research programs in the areas of autoimmunity and diabetes, transplantation, viral immunology, molecular microbiology, and stem cell biology. Priority will be given to candidates with research interests and expertise in viral pathogenesis including virus-mediated immune modulation and vaccines and those who use a functional genomics approach, which will complement existing areas of research strength within the Department and a Faculty-wide initiative on Functional Genomics. The successful candidate will also be expected to participate in the teaching programs of the Department at the undergraduate and graduate levels. With a full-time enrolment of about 32,000 The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The Department of Microbiology and Immunology has 23 full time faculty members, numerous cross and joint appointed faculty in basic and clinical departments and at research institutes. Further information about the Department may be found at http://www.mni.uwo.ca. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. For information about the city of London see http://www.goodmovelondon.com. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Miguel A. Valvano, Chair, Department of Microbiology and Immunology, Rm. 3014, Dental Sciences Bldg., The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Applications will be accepted until the position is filled. Review of applications will begin after June 1, 2004.

■ **MUSIC — The University of Western Ontario.** The Department of Music Performance Studies, Don Wright Faculty of Music, seeks an Artist Teacher of Trumpet. The appointment may be made at the Assistant (probationary), Associate (probationary or tenured) or Full (tenured) Professor level. Appointment is effective July 1, 2004. Candidates should hold a Masters or DMA or the equivalent in professional experience. A significant list of commercial recordings and broadcasts, and/or a record of research in the area of music performance is expected. Teaching responsibilities will include undergraduate and graduate level instruction in trumpet studio, chamber music, and the development of brass pedagogy within the Performance department's curriculum. Experience in conducting wind groups (while not required) would be an asset. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile of performance, research and committee work at the Don Wright Faculty of Music. Letters of application, a comprehensive curriculum vitae, and a compact disc containing at least two recent performances should be sent to the following address. Three letters of reference indicating first-hand knowledge of the candidate's teaching should be forwarded under separate cover. Professor Fiona Wilkinson, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The application deadline is May 14, 2004 (or when the position is filled). Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

N

■ **NEUROSCIENCE — McGill University.** The Montreal Neurological Institute (MNI) of McGill University invites applications from outstanding candidates for two Research Associate positions. The successful candidates will hold an MD or PhD degree in a field related to the study of muscular dystrophy. The project is to develop, validate and study the in vitro and in vivo capacity for myogenic transdifferentiation of mouse liver-derived stem cells as well as murine embryonic stem cells. The ultimate goal is to use such stem cells for alleviating the dystrophin-deficient muscular dystrophy (mdx) in mice which is a model for human Duchenne muscular dystrophy. Extensive experience with: Ability to generate oval cells from normal mouse livers of normal and transgenic mice. Generate transgenic mice with either GFP or LacZ as transgene. Ability to culture oval cells that require very special circumstances. Ability to determine myogenic indices in cultured cells. Purification of oval cells by fluorescence-activated cell sorting. Microinjection of purified oval cells into mdx muscles of anesthetized mice. Ability to measure dystrophic markers in cryostat sections of the injected muscles including immunocytochemistry, immunoblot analysis, and RT-PCR. Ability to produce murine embryonic ES cells. Ability to do same with them as with oval cells. Ability to perform high resolution fluorescence microscopy and microphotography. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three references to: Dr. George Karpati, Neuromuscular Unit, 6th Floor, Montreal Neurological Institute, 3801 University St., Montreal, QC, Canada, H3A 2B4. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. Applications should be received by June 30, 2004.

THE UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF PHARMACEUTICAL SCIENCES

Faculty Position
Pharmacology & Toxicology

Applications are invited for one or possibly two full-time tenure-track positions at the level of Assistant or Associate Professor. Applicants for these positions should possess a Ph.D. degree, preferably in Pharmacology or Toxicology, and a minimum of three years of post-doctoral experience. An undergraduate degree in pharmacy is desirable but not required. The applicants should have expertise in an area of pharmacology or toxicology that will complement our existing strengths in cardiovascular and neuropharmacology, drug metabolism and toxicology. The deadline date for applications is August 1, 2004

The successful candidates will be expected to contribute to teaching in the Pharmaceutical Sciences undergraduate program and the Pharmacology and Toxicology graduate program and to develop active extramurally funded research programs that are contributory to a developing campus-wide initiative, The Centre for Drug Research.

The salary is negotiable, commensurate with experience and subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however Canadian citizens and permanent residents will be given priority.

Please send a letter of application with a brief description of overall research interests, curriculum vitae, copies of up to five publications, a statement of teaching interests/accomplishments, & names of four referees to:

Dr. Robert D. Sindelar, Dean
Faculty of Pharmaceutical Sciences
The University of British Columbia
2146 East Mall V6T 1Z3 Canada.
Tel: 604-822-2343; Fax: 604-822-3035;
e-mail: mlengton@interchange.ubc.ca
web: http://www.ubcpharmacy.org

ASSOCIATE VICE-PRESIDENT, HUMAN RESOURCES

University of Regina

UNIVERSITY OF REGINA

With a growing reputation for excellence in diversity and access, the University of Regina is seeking an Associate Vice-President, Human Resources, to provide strong leadership and strategic vision that will play a key role in the future direction of the University.

A member of the senior administrative team, the Associate Vice-President will promote effective human resource leadership throughout the University. The successful candidate will enhance professionalism and integration within the portfolio to provide effective and cohesive support to the academic mission. Areas of responsibility include development and implementation of human resource policies and strategies for both academic and administrative staff, organizational development, employment equity, health and safety, recruitment, compensation, payroll, pension and benefits, training and development, employee relations (including negotiations) and the human resources information system.

The ideal candidate will bring executive experience in transformational human resources within a complex, multi-union environment and a record of substantial achievement in principle-based collective bargaining. Expertise in providing dynamic leadership, including advising management within a collegial environment and in progressive human resource practices is essential.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

Provence consulting inc.

Should you want to learn more about this unique leadership opportunity, call Diyet van Lieshout or Libby Oybikowski at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail search@provenceconsulting.com To apply on line, go to www.provenceconsulting.com

We will communicate with all who express interest.

CAREERS CARRIÈRES

■ **NURSING — The University of Windsor** invites applications for a tenure-track and a 24-month limited-term faculty position in the School of Nursing at the rank of Assistant Professor or Lectural commencing July 1, 2004 or August 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elaine Duffy, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2259; Fax: 519.973.7084; Email: eduffy@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@windsor.ca.

O

■ **OPTOMETRY — The University of Waterloo.** The School of Optometry is widely recognized for programs both in clinical training and research. Our annual research budget exceeds 7 million dollars. Applications are now being accepted for two probationary (tenure track) positions at the Assistant/Associate/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, life sciences and/or ocular disease. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Bobier, Director, School of Optometry, University of Waterloo, Waterloo ON, Canada N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

P

■ **PHYSICS — University of Toronto.** The Department of Physics invites applications for a full time appointment at the rank of Lecturer. The successful candidate will be expected to make a strong contribution to our undergraduate program by coordinating undergraduate labs, teaching lecture courses, training and mentoring teaching assistants, participating in outreach activities, and showing leadership in undergraduate physics education. For further information on our department and programs, we invite prospective candidates to visit our home page at www.physics.utoronto.ca. Candidates must have a PhD in Physics and demonstrated excellence in teaching. The initial appointment will be for a term of one year. Salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, statement on teaching experience and philosophy, and must arrange for at least three letters of reference focusing on the candidate's teaching excellence, to be sent to: Professor Henry van Driel, Chair, Department of Physics, University of Toronto, 60 St. George Street, Ontario M5S 1A7 Canada. Applications will be reviewed beginning 1 July 2004 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICS — University of Waterloo.** The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, TEL: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered as any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **POLITICS & ECONOMICS — The Royal Military College of Canada.** The Department of Politics & Economics, in conjunction with the Division of Continuing Studies of the Royal Military College of Canada, invites applications for a tenure track position at the level of Assistant Professor, with a main field of specialization in Canadian Politics, and a secondary field of specialization in International Relations. The position requires a strong commitment to teaching and developing distance education courses. The required qualifications are a PhD or its equivalent, acceptable teaching experience in Political Science and an acceptable record of publications, especially in the main field of specialization. Proof of activity in the secondary field of specialization will be considered an asset. Experience in the development and delivery of distance learning courses will be an asset. Military experience will be an asset. The successful candidate should be prepared to teach in either French or English undergraduate courses primarily on the Canadian political system and society and possibly a postgraduate course in that field of study, in class as well as at a distance, via the Internet. In addition, the successful candidate will supervise the teaching of courses in Canadian politics offered by RMC and taught at a distance via the Internet or in classrooms on Canadian Forces bases across Canada in both official languages. The successful candidate must also be prepared to fully participate in the administrative aspects of this position within the department and the Division of Continuing Studies. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for the competition may be assessed to staff similar positions with various language requirements. The salary range is $43,126 to $74,000, plus an annual lump sum payment of $3,000 under the collective agreement that expires 1 July 2004. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to: Dr. Houchang Hassan-Yari, Head, Department of Politics and Economics , Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON, K7K 7B4; Phone: (613) 541-6000, ext 6423, fax: (613) 541-6733. Email: hassan-yari-h@rmc.ca. This position is still subject to budgetary approval. The expected starting date for the position is 1 January 2005. The closing date for applications is 15 August 2004. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Additional credit will be awarded to those candidates who possess this experience.

■ **PSYCHIATRY — The University of British Columbia.** Schizophrenia is an illness specific to humans, however, development of animal models allows testing of specific hypotheses related to the illness. One strategy is to investigate neural connectivity in a model with plausible behavioural and neurobiological correlates with schizophrenia. The effects of maternal separation and of social isolation-rearing on rats are an attractive model from this perspective. A more detailed understanding of the effects of maternal separation and isolation-rearing on neurotransmission from both pre-and postsynaptic perspectives will be important to understand the development of synaptic abnormalities. In addition, because protein expression and distribution changes in specific neural circuits are related to cognitive functions, the consequences of this model for cognition function needs to be explored. Specific aims: Using maternal separation, social isolation-rearing and combined models, synaptic proteins will be studied with ELISA, gel electrophoresis and confocal microscopy. The effects of the environmental manipulations on the presynaptic proteins synaptophysin, syntaxin, SNAP-25, VAMP, CDCrel-1, complexin I, and complexin II will be investigated using both ELISA and immunocytochemical assays with confocal microscopy. Use neuronal culture systems to study the role of selected proteins in synaptic maturation. Use striatal slices from the rat models to study neurotransmission. Investigate protein-protein interactions (SNARE and associated molecules) in parallel, to provide an understanding of effects such as increased formation of the SNARE complex, as can be induced by dopamine and was observed in cases of schizophrenia and depression with suicide. Following identification of specific cognitive disturbances associated with developmental risk factors in rodents, analogous paradigms will be investigated in the rat models. Studies will be conducted to examine the effects of maternal separation and/or social isolation of rats on the delayed working memory task on a spatial maze to determine if the abnormalities seen in patients are reproduced in the rat models, and if so, also investigate the time course of development of the abnormalities. Requirements: PhD in neuroscience, and completion of a post-doctoral fellowship. Experience with animal models of neuropsychiatric disorders, biochemical assay techniques, microarrays and microscopy.

■ **PSYCHOLOGIE MILITAIRE ET LEADERSHIP — Le Collège militaire royal du Canada.** Le département de psychologie militaire et leadership, conjointement avec la Division des études permanentes du Collège militaire royal du Canada, invite à combler un poste permanent au rang de professeur(e) adjoint(e), spécialisé en éthique militaire et leadership. Les personnes intéressées doivent démontrer un engagement réel envers l'éducation à distance et une implication soutenue dans le développement et la prestation de cours par correspondance. Les qualifications requises sont un doctorat (PhD) en psychologie ou l'équivalent, une expérience acceptable d'enseignement et un dossier de publications acceptable. L'expérience en conception et en enseignement de cours à distance sera un atout. L'expérience en milieu militaire sera un atout. La personne choisie devra pouvoir enseigner en français ou en anglais, principalement un cours de premier cycle portant sur l'éthique militaire et le leadership, et peut-être aussi un cours dans le cadre d'un programme d'études supérieures dans les mêmes domaines, aussi bien en classe que par correspondance ou par Internet, et assurer coordination de l'enseignement de cours sur l'éthique militaire et le leadership offerts par le CMR et donnés par correspondance ou enseignés en classe sur les bases des Forces armées à travers le Canada. Enfin, il est entendu qu'elle participera pleinement aux tâches administratives liées à ce poste au sein du département et de la Division des études permanentes. Ce poste bilingue requiert l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique: PPP/PPP). Si aucun(e) des candidat(e)s ne devant se qualifier pour ce poste, une liste d'admissibilité pourrait être dressée pour doter des postes semblables, dont le profil et les diverses exigences linguistiques pauvent varier. L'échelle salariale est de $43,126 à $74,000, à quoi s'ajoute un montant forfaitaire annuel de $3,000 selon la convention collective en vigueur qui expirera le 1er juillet 2004. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e) retenu(e). La personne nommée aura une période probatoire de trois ans. Un curriculum vitae, accompagné d'une attestation d'études d'un sommaire des intérêts de recherche, de quelques exemplaires de publications et de trois lettres de recommandations, doit être envoyé à: M. Robert St-John, Département de psychologie militaire et leadership, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4, Tél.: (613) 541-6000, poste 6304, Fax: (613) 541-6822. Courriel électronique: stjohn-r@rmc.ca. Le poste annoncé est encore sujet à une approbation budgétaire. La date prévue d'entrée en fonction est le 1er janvier 2005. La date limite d'acceptation des candidatures est fixée au 15 août 2004. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Un crédit additionnel sera accordé aux candidats qui démontrent de l'expérience en cette matière.

■ **PSYCHOLOGY — Taylor University College** invites applications for a full-time tenure-track faculty position in Psychology, effective 1 July 2004. Taylor University College is a growing Christian liberal arts college committed to the pursuit of truth and the integration of faith and learning. The ideal candidate will have a PhD in Psychology, a research agenda, undergraduate teaching experience, and will be prepared to teach in some of the key areas within an undergraduate psychology program. The successful candidate must be committed to the core values of Taylor University College. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Women and minorities are encouraged to apply. An application package is available for download at http://www.taylor-edu.ca. Completed application packages, including curriculum vitae and references, should be forwarded to Dr. Howard Andersen, Interim Academic Vice President, Taylor University College, 11525-23 Avenue, Edmonton, AB, T6J 4T3; Telephone: (780) 431-5213; Fax: (780) 436-9416; Email: howard.andersen@tayloredu.ca.

■ **PSYCHOLOGY — The University of Windsor** invites applications for a tenure-track faculty position in the Department of Psychology in the area of Clinical Neuropsychology at the rank of Assistant Professor commencing September 1, 2004. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Stewart Page, Chair, Appointments Committee, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, Email: page@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@windsor.ca.

■ **PUBLIC ADMINISTRATION — Dalhousie University and the University of Alberta** invite applications for part-time instructors in the National Advanced Certificate in Local Authority Administration (NACLAA) program. NACLAA is a national certificate offered jointly through the Faculty of Extension at the University of Alberta and the College of Continuing Education at Dalhousie University using the WebCT Vista platform. The successful candidates will have completed a graduate degree plus acquired substantial management experience in the municipal environment. We are seeking expressions of interest from candidates with a background in public administration, particularly municipal or local government, and content knowledge in a variety of areas (public sector accounting, policy planning, organizational design, financial management, municipal law and sustainable development). Applicants must have contextual knowledge of the local government environment plus experience or interest in distance education methodology and technology. Qualified candidates will be added to an inventory of instructors from which the program will draw over a three-semester school year. Each course is 13 weeks long. Please forward applications, which should include a curriculum vitae, a statement of interest, statement of current and proposed projects and activities plus references to Jane Mulaz, Program Manager, Public Sector Programs, Henson College, Dalhousie University, 1535 Dresden Row Suite 201 in Halifax, NS B3J 3T1. Dalhousie University is an Employment Equity/Affirmative Action employer. These positions are subject to budget approval.

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■ **RELIGION — The University of Manitoba.** The Department of Religion, Faculty of Arts, at the University of Manitoba invites applications for a full-time tenure-track appointment in Religions and Cultures of Western Antiquity/Christian Origins/Bible at the rank of Assistant Professor. Position Vacancy AAR 13B. The candidates' specialization must include expertise in Biblical scholarship, including New Testament sources, and preferably as well, the Hebrew Bible and Rabbinical literature. We seek a theoretically-inclined scholar who is well versed in the narrative literature of formative Christianity, and who is conversant with current methodological and theoretical developments in the field. The appointment will begin January 1, 2005, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and have demonstrated notable success in both research and teaching. He or she must be prepared to develop and/or maintain a strong program of further research in the area of specialization. Expertise in the relevant research languages is essential. Duties will include teaching of general survey courses in the Bible and related religious traditions at the introductory and general levels, including the western component of "Introduction to World Religions." Duties will also include teaching specialized courses at both undergraduate and graduate levels in Christian Origins, the Bible, and Religions and Cultures of Western Antiquity; supervision of graduate students' theses; and service to the Department, Faculty and University. Starting salary will reflect the qualifications and experience of the chosen candidate. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates may also wish to include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications should be sent to: Professor Dawne McCance, Head, Department of Religion, 327 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, R3T 5V5, Canada. Tel: (204) 474-6276; Fax: (204) 474-7601. The deadline for receipt of applications is 15 June, 2004. Further information concerning this position may be obtained from http://www.umanitoba.ca/faculties/arts/religion. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **RELIGIOUS STUDIES — Saint Mary's University.** The Department of Religious Studies invites applications for a full-time, tenure-track position at the rank of Assistant Professor in the Social Scientific Study of Religion to begin July 1, 2005. Applications are invited from candidates with broadly-based expertise in anthropological and/or sociological methods in the study of religions, and conducting research on religions in North America. The successful candidate will have a PhD in hand or complete the degree by August 31, 2005. The Faculty of Arts is committed to a dynamic learning environment for undergraduate students. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate

Faculty Position in Mechanical/ Physical Properties of Materials

The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track faculty position at the assistant or associate professor level, depending on the experience of the candidate. The successful applicant will be an outstanding emerging researcher with demonstrated expertise in understanding the physical and/or mechanical properties of materials. Particular preference will be given to candidates who demonstrate experience and interest in phase transformations and mechanical properties of crystalline materials.

The successful candidate will be expected to develop a strong research activity that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a PhD in Materials Engineering or a closely related discipline. Registration, or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. Salary is commensurate with qualifications and experience.

Applications, including a CV, a statement detailing research and teaching interests and the names of three referees should be sent to:

Prof. G.A. Irons, Chair
Department of Materials Science and Engineering
McMaster University
1280 Main Street West
Hamilton, ON L8S 4L7

Email: ironsga@mcmaster.ca

McMaster University
ENGINEERING

McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

DALHOUSIE UNIVERSITY
Faculty of Science

NSERC University Faculty Awards for Tenure-Track Assistant Professors

DALHOUSIE UNIVERSITY invites applications from women and Aboriginal peoples of outstanding achievement who wish to be considered for an NSERC University Faculty Award. Applicants will have received a PhD degree in the past four years and will have demonstrated excellence in research in the natural sciences. Nominated candidates will be appointed to a probationary tenure-track position effective 1 July 2005 conditional on receiving this award. Interested candidates should consult the eligibility criteria for the UFA at the following website: http://www.nserc.ca/sf_e.asp?nav=sfnav&lbi=c7

DALHOUSIE UNIVERSITY is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Enquiries and applications should be directed to the Chair of the appropriate department, DALHOUSIE UNIVERSITY, Halifax, NS , Canada, B3H 4R2 as follows: Dr. B. Freedman, Biology; Dr. R.J.Boyd, Chemistry: Dr. M. Gibling, Earth Sciences; Dr. P. Keast, Mathematics & Statistics; Dr. B. Boudreau, Oceanography; Dr. G. Stroink, Physics and Atmospheric Science; Dr. R. Brown, Psychology. To apply, send a curriculum vitae, a short statement of research interests, and a publication list with selected reprints to the appropriate Chair and arrange for three confidential reference letters to be sent to the same address. Information about the Faculty of Science at Dalhousie may be found at: www.dal.ca/science

Applications should be sent before 1 August 2004.

CAREERS CARRIÈRES

and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs. As part of the University's commitment to strengthening graduate education, the Dept. of Religious Studies is developing a dual-stream MA in Religion and Culture and Theology in collaboration with the Atlantic School of Theology. The successful candidate will be expected to participate in the planning and implementation of this new program. Applications must include a CV, teaching dossier, writing sample, and the names and contact information for three referees. Letters of application should be mailed (no email applications) to: Dr. Paul Bowlby, Chair, Dept. of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail: paul.bowlby@smu.ca. The closing date for applications is August 27, 2004. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our web site at www.stmarys.ca. Salary and working conditions are defined by the university's collective agreement posted at http://www.dbis.ns.ca/~smufu/.

■ **RESEARCH ASSOCIATE — The University of British Columbia.** A Research Associate position is available immediately in The Biotechnology Laboratory at the University of British Columbia. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology and in fermentation and process engineering. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 54 graduate students drawn from ten different academic departments. The research will focus on the analysis of blood-brain barrier in Alzheimer disease. The successful candidates must possess a PhD and have a minimum of three years of experience as postdoctoral fellow. In addition, the candidate must have a background in a) confocal and electron microscopy b) neuroanatomy, c) cell biology and d) molecular biology. Experience with transgenic mice and microscopy is essential. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send or e-mail, no later than August 1, 2004, curriculum vitae and the names of three references to: Dr. Wilfred A Jefferies, Professor, Biotechnology Laboratory, The University of British Columbia, 2222 Health Sciences Mall, Room 200, Vancouver, B.C. V6T 1Z3, Fax: (604) 822-6780; will@bic.ubc.ca.

■ **RESPIRATORY MEDICINE — The University of British Columbia.** The Division of Respiratory Medicine, Department of Medicine, invites applications for a full-time, academic, grant tenure track position at the level of Assistant Professor. The successful candidate must have Royal College certification in internal medicine with subspecialty certification in respiratory medicine and must have a strong record of research in tuberculosis and other mycobacterial infections. Salaries will be commensurate with qualifications and experience. The appointment may commence July 1, 2004 and the closing date for applications is May 31st 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications, including curriculum vitae, a letter describing research interests and plans, up to five representative publications and the names and complete addresses of three referees should be sent to: Dr. John Fleetham, Head, UBC Department of Medicine, Vancouver Hospital, 2775 Heather Street, Vancouver, BC, Canada, V5Z 3J5, Phone: 604-875-5653, Fax: 604-875-5587.

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■ **SCIENCE POLITIQUE & ÉCONOMIQUE — Le Collège militaire royal du Canada.** Le département de science politique et d'économique, conjointement avec la Division des études permanentes du Collège militaire royal du Canada, cherche à combler un poste permanent au rang de professeur(e) adjoint(e), avec une spécialisation principale en politique canadienne et une spécialisation secondaire en relations internationales. Les personnes intéressées doivent démontrer un engagement réel envers l'éducation à distance et une implication soutenue dans le développement et la prestation de cours par correspondance. Les qualifications requises sont un doctorat (PhD) en science politique ou l'équivalent, une expérience acceptable d'enseignement et un dossier de publications acceptable, en particulier dans le champ principal de spécialisation. Des preuves d'activité dans le champ secondaire de spécialisation seront considérées comme un atout. L'expérience en conception et en enseignement de cours à distance sera un atout. L'expérience en milieu militaire sera un atout. La personne choisie devra pouvoir enseigner en français ou en anglais, principalement un cours de premier cycle portant sur la société et les institutions politiques canadiennes, aussi bien en classe que par correspondance ou par l'Internet, et assumer la coordination de l'enseignement de cours sur la politique canadienne offerts par le CMR et donnés par correspondance ou enseignés en classe dans les bases des Forces armées à travers le Canada. Enfin, il est entendu qu'elle participera pleinement aux tâches administratives liées à ce poste au sein du département et de la Division des études permanentes. Ce poste bilingue requiert l'habilité de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique: PPP/PPP). Si aucun(e) des candidat(e)s ne devait se qualifier pour ce poste, une liste d'admissibilité pourrait être dressée pour doter des postes semblables dont le profil et les diverses exigences linguistiques peuvent varier. L'échelle salariale est de $43,126 à $74,000, à quoi s'ajoute un montant forfaitaire annuel de $3,000 selon la convention collective en vigueur qui expirera le 1er juillet 2004. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e) retenu(e). La personne nommée aura une période probatoire de trois ans. Un curriculum vitae, accompagné d'une attestation d'études d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandations, doit être envoyé à : M. Houchang Hassan-Yari, Directeur, Département de science politique et d'économique, Collège militaire royal du Canada, C.P. 17000, Succursale Forces, Kingston, ON, K7K 7B4. Tél.: (613) 541-6000, poste 6423. Fax: (613) 541-6733. Courriel électronique: hassan-yari-h@rmc.ca. Le poste annoncé est encore sujet à une approbation budgétaire. La date prévue d'entrée en fonction est le 1er janvier 2005. La date limite d'acceptation des candidatures est fixée au 15 août 2004 . Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution de haut et bilingue. Ce poste est offert également aux femmes et aux hommes. Un crédit additionnel sera accordé aux candidats qui démontrent de l'expérience en cette matière.

■ **SOCIAL WORK — The University of Windsor** invites applications for a tenure-track faculty position in the School of Social Work commencing July 1, 2004. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3067; Fax: 519.973.7036; Email: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Giaklich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Health and Behaviour beginning July 1, 2004. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a medical sociologist specializing in the social and cultural determinants of health status and health experience, including cultural, social, psychological and behavioural risk factors related to health and illness, gender and health, health and aging, aboriginal health, rural health, occupational health, the social psychology of health and illness and the assessment of health promotion policies and strategies. The candidate should have demonstrated skills and experience in either qualitative or quantitative research methods, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. This position is being filled jointly by the faculties of Arts and Applied Health Sciences. Responsibilities will be primarily within the Department of Sociology and include a joint appointment to the Department of Health Studies and Gerontology with duties including teaching and supervision in connection with the university's proposed new Master's in Public Health. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in the health fields. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as arrange three letters of reference sent directly to: Professor James Curtis, Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 2421, Fax 519-746-7326. Applications will be considered at anytime, until the position is filled. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIOLOGY — The University of Windsor** invites applications for a three-year limited- term faculty position in the area of Social-cultural Anthropology at the rank of Assistant Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190, Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Giaklich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **SOCIOLOGY & CRIMINOLOGY — Saint Mary's University.** Applications are invited for a nine month sessional appointment at the Assistant Professor level commencing September 1, 2004. The Department is seeking a candidate with a strong background teaching in the areas of introductory sociology, social movements and sociology of development. Candidates should have a PhD or be near completion. Applicants are asked to submit a curriculum vitae, a sample of recent work, a teaching dossier, and the names, addresses, and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chair person, Gene Barrett, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is June 15th, 2004. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. The Department encourages candidates who will contribute to the diversity of our faculty.

■ **SYSTEMS DESIGN ENGINEERING — The University of Waterloo.** The Department of Systems Design Engineering invites nominations and applications for the position of Chair of the Department, with a starting date of August 1, 2004 or as negotiated. Candidates are expected to have a distinguished record of teaching and research and demonstrate an aptitude for administration and leadership. They should also be eligible for a faculty position at the full professor level. The successful candidate will demonstrate competence to lead this interdisciplinary department, promote an active engagement with the industrial sector and government granting agencies, and assume a prominent role within the Faculty of Engineering in a comprehensive academic planning process. The department is distinctive in its emphasis on systems design and provides a multidisciplinary environment of scholarship in the areas of biomedical engineering, engineering design, human factors, intelligent systems, mechatronics, optimization, systems modeling and simulation, societal and environmental systems. We see a continuing need for multidisciplinary education and discovery in these areas to meet the demands of the increasingly complex situations in modern technological society. Involving not only technical, but also environmental, socio-economic and political factors. The department prides itself on a faculty of leading scholars actively involved in research, teaching, and service. Its co-op undergraduate program has an enrolment of over 300 of the highest quality students in Canada and produces highly sought-after well-founded graduates. The department has a history of producing nationally recognized entrepreneurs. Its graduate program attracts outstanding Canadian and international applicants and has an enrolment of more than 100 M.A.Sc and Ph.D. students. Researchers in this department benefit from close connections with the many High Technology companies in the Waterloo area and from the federal intellectual-property policy of the University of Waterloo, which vests the rights with the Inventor. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in The Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom in universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 1/03	August 14/03
October	September 9/03	September 16/03
November	October 8/03	October 15/03
December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
April	March 8/04	March 15/04
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NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2003	14 août 2003
Octobre	9 septembre 2003	16 septembre 2003
Novembre	8 octobre 2003	15 octobre 2003
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Juin	7 mai 2004	14 mai 2004

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CAREERS CARRIÈRES

(population 300,000) in southwestern Ontario, a one hour drive west of Toronto. This community is in the heart of Canada's technology triangle which houses over 400 High Technology companies. According to a national survey, the University of Waterloo is one of the top ranked universities in Canada for the last 10 years. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications and nominations should include a detailed resume, references and a statement of capabilities and qualification. For full consideration, applications should be received by May 31, 2004. Send applications or nominations to: Professor Adel S. Sedra, Dean, Faculty of Engineering, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario,Canada, N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Contact: Bill Pudifin, 200 University Avenue, West, Waterloo, Canada N2L 3G1, Phone: (519) 888-4567, ext. 2408, Fax: (519)746-1457, e-mail: bpudfin@uwaterloo.ca.

T

■ **THEATRE — The University of Victoria's** Department of Theatre is seeking a scholar/practitioner in Applied Theatre. The candidate will have a PhD or M.F.A. and be in mid-stage career with extensive experience teaching at the undergraduate and graduate levels. S/he will have knowledge of and experience in the discipline of theatre and its application across a wide variety of contexts; knowledge of and experience in teacher training; an understanding of the role and potential application of interdisciplinarity; and the ability to design opportunities for outreach to a variety of disciplines. The appointment requires someone who can see the potential for the contributions that Applied Theatre can offer to the wider community at the university, local, and provincial levels, and who understands the means by which those liaisons can be most productively effected. The appointee will have a record of innovative research and sound scholarship that is supported by publications that demonstrate his/her contributions to the field. Responsibilities: The appointee will teach undergraduate and graduate courses designed to apply the concept of theatre beyond its traditional performance and production contexts, and to expand the definition of theatre to encompass practice of the art-form as a means for human, political and social transformation. The appointee will develop the necessary connections between the Theatre department and those faculties and schools that see the value of such liaisons. As an excellent teacher of proven records, s/he will have the ability to attract and supervise graduate students while engendering energy and commitment within the undergraduate population. As the holder of this prestigious position of University Scholar, the appointee will be a recognized leader in the field with the potential for achieving international recognition; a scholar/practitioner who can bring a clearly articulated vision to the development of a new program in Applied Theatre within the Department of Theatre, Faculty of Fine Arts, at the University of Victoria. Located within a magnificently equipped Faculty of Fine Arts — composed of departments of Music, Visual Art, History in Art, and Writing, The Department of Theatre offers five different university degrees: the B.F.A. for students majoring in Performance; B.F.A. and M.F.A. degrees for Design, Production, and Directing majors; and the B.A. Honours, B.F.A., M.A., and PhD degrees for Theatre History majors. Our purpose-built physical plant, the Phoenix Theatre Building, is one of the finest teaching and performance facilities in the country, featuring three state-of-the-art theatres, classrooms, studios and workshops, and staffed by an outstanding team of dedicated and distinguished professors and production personnel. In addition to our main-stage season, the Phoenix is also home to The Student Alternative Theatre Company (SATCO), which stages over a dozen completely student-driven works a year. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. A floor salary will be established by the university for this position and will be appointed at the level of Associate Professor. It is expected that the successful candidate will begin their duties on July 1, 2005. Please send applications, including a cover letter, CV, and the names and contact information of three referees before September 15, 2004 to: Professor Brian Richmond, Chair, Department of Theatre, University of Victoria, PO Box 1700 STN CSC, Victoria, BC V8W 2Y2, Phone: (250) 721-7991, Fax: (250) 721-6596, Web: http://finearts.uvic.ca/theatre/.

■ **TRAQUCTION — L'Université d'Ottawa.** L'École de traduction et d'interprétation sollicite des candidatures, pour un poste de professeur remplaçant au rang d'adjoint pour l'année universitaire 2004-2005. Domaine: Traduction. Un intérêt particulier pour les domaines suivants: traduction du français vers l'anglais, de l'espagnol vers l'anglais, et traductologie. Tâches: Enseignement en anglais au premier cycle et éventuellement aux deuxième ou troisième cycles, selon les besoins de l'ETI. Critères d'admissibilité: Détenir un doctorat en traductologie ou dans un domaine pertinent. Excellente connaissance de l'anglais et de français. L'expérience de l'enseignement universitaire constitue un atout. Une expérience professionnelle est également souhaitable. Salaire: Selon la convention collective. Date de clôture: le 10 mai 2004. Entrée en fonction: le 1er juillet 2004. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les hommes sont fortement encouragés à poser leur candidature. Prière d'adresser la lettre de candidature, un curriculum vitae à jour et trois lettres de recommandation à: Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5.

■ **TRADUCTION — L'Université d'Ottawa.** L'École de traduction et d'interprétation sollicite des candidatures, pour un poste de professeur au rang d'adjoint ou d'agrégé conduisant à la permanence. Domaine: Traduction. Un intérêt particulier pour au moins deux des domaines suivants et souhaitable: traduction générale vers l'anglais, traduction spécialisée vers l'anglais, outils informatiques d'aide à la traduction. Tâches: Enseignement, principalement en anglais, au premier cycle et éventuellement aux deuxième ou troisième cycles, selon les besoins de l'ETI. Critères d'admissibilité: Détenir un doctorat en traductologie, ou dans un domaine pertinent. Excellente connaissance de l'anglais et de français. L'expérience de l'enseignement universitaire constitue un atout. Une expérience professionnelle est également souhaitable. Salaire: Selon la convention collective. Date de clôture: le 10 mai 2004. Entrée en fonction: le 1er juillet 2004. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les hommes sont fortement encouragés à poser leur candidature. Prière d'adresser la lettre de candidature, un curriculum vitae à jour et trois lettres de recommandation à: Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5.

■ **TRANSLATION — The University of Ottawa.** The School of Translation and Interpretation invites applications, for a replacement position, at the rank of Assistant Professor for the academic year 2004-2005. Field: Translation. Special interest in the following areas: translation French into English and Spanish into English and translation studies. Tasks: The successful applicant will be required to teach in English at the undergraduate level and possibly at the graduate level, according to the needs of the School. Minimum qualifications: PhD in Translation Studies or in a related field completed or nearing completion. Excellent command of English, French and Spanish. Experience in university teaching is a definite advantage. Professional experience would also be desirable. Salary: In accordance with the collective agreement. Deadline for applications: May 10, 2004. Starting date: July 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men. Letters of application, together with a curriculum vitae and three letters of recommendation, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, 70 Laurier East, Ottawa ON, K1N 6N5.

■ **TRANSLATION — The University of Ottawa.** The School of Translation and Interpretation invites applications for a tenure-track position at the rank of Assistant Professor or Associate Professor. Field: Translation. Special interest in at least two of the following areas is desirable: general translation into English, specialized translation into English, computer tools for translators. Tasks: The successful applicant will be required to teach, primarily in English, at the undergraduate level and possibly at the graduate level, according to the needs of the School. Minimum qualifications: PhD in Translation Studies or in a related field. Excellent command of English and French. Experience in university teaching is a definite advantage. Professional experience would also be desirable. Salary: In accordance with the collective agreement. Deadline for applications: May 10, 2004. Starting date: July 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men. Letters of application, together with a curriculum vitae and three letters of recommendation, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, 70 Laurier East, Ottawa ON, K1N 6N5.

V

■ **VISUAL ARTS — The University of Regina.** The Department of Visual Arts invites applications for a 1-year limited-term appointment in Art History at the rank of Assistant Professor, commencing July 1, 2004. The successful candidate should have expertise in modern art, contemporary art and art theory. A record of curatorial practice or research in museum/curatorial studies will be considered an asset. Applicants for this position should have a doctoral degree in Art History or a related discipline (ABD candidates will be considered). The hiring committee will also consider evidence of active research and teaching experience. Deadline: May 31, 2004. Applicants should send a C.V., an outline of research interests, a statement of teaching interests, up to three reprints, three letters of recommendation, and academic transcripts: K. Lauin, Dean, Faculty of Fine Arts, University of Regina, 3737 Wascana Parkway, Regina, SK, S4T 0A2, 306 585-5560, kathryn.laurin@uregina.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity.

W

■ **WOMEN'S STUDIES — The University of Winnipeg.** The Women's Studies Programme at the University of Winnipeg invites applications from qualified women and men for an 8-month sessional position at the rank of Assistant Professor. This appointment is effective September 1, 2004, and is subject to budgetary approval. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching in interdisciplinary Women's Studies. Courses to be taught include Introduction to Women's Studies and Girls, Women and Popular Culture. The successful candidate may also be called upon to teach Feminist Research Methodologies and Feminist Theory, as well as upper-level courses in Feminist Theory and a Special Issues course, possibly outside her/his area of specialization. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Interested candidates should send a curriculum vitae, three letters of reference, a sample of course outlines you have developed or taught and/or a sample of research to: Dr. Fiona Green, Co-ordinator, Women's Studies Programme, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9, Fax: (204) 774-4134, Email: f.green@uwinnipeg.ca. The deadline for applications is June 30, 2004.

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■ **OTTAWA** — Sunny 4 bedroom furnished house. Walking distance to Carleton and Civic Hospital; short bus-ride to U Ottawa. Living room with large windows, vaulted ceiling, and fireplace; dining area, sunroom; den/loft overlooking living room; kitchen; garage; patio; backyard. 5 appliances and wireless high-speed Internet. $2000/month. Available from 9/2004 to 12/2004 but dates are flexible. Contact: micheline_white@ca.leton.ca.

■ **VANCOUVER** — Dunbar area, detached 3 bedroom house to rent Sth- 31st July $1800 near shops and bus to UBC. Tel. 604 732 4671, swindale@interchange.ubc.ca.

■ **VICTORIA, BC** — Furnished 2 bedroom condo, easy access to UVIC. W/D, F/S, MW, 2 baths, fireplace. Suitable for couple or single person. Available Sept 1, 2004 - August 1, 2005. $850 per month plus utilities and parking. Contact blakes@omanteLnet.om.

■ **FIRENZE/ITALY** — Sabbatical/holiday rental — central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1350.00 euros + utilities/final cleaning; Weekly all included 650.00 euros (two people). Spezzotti Ph +39-055-245 739; e-mail cucotti@tiscali.t.

■ **GENEVA/SWITZERLAND** — Holiday-short stays; central, attractive studio (2 1/2 rooms) sleeps 2/3. Weekly all included 550.00 euros. Spezzotti Ph +39-055-245 739; e-mail cucotti@tiscali.t.

■ **LANGUEDOC** — Owners rent elegant village house near Montpellier Sep 1 2004 - June 30 2005. 3 bedrooms, fully equipped. $1300 per month, desplan@vax2.concordia.ca, (514) 487-2312.

Simon Fraser University
School of Computing Science, Surrey Campus
Lecturer/Senior Lecturer

The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for continuing Lecturer/Senior Lecturer positions, to be located at the university's new campus in Surrey. An M.Sc. in Computing Science is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Preferred areas of teaching expertise include introductory Computing Science courses, Multimedia, Software Engineering and Computer Systems.

Duties will include a normal teaching load of six courses over a three semester period. There will be the opportunity to participate in course, curriculum, and program development, which may result in a reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at http://www.sfu.ca/policies/academic/a12-01.htm.

The School graduates over 200 majors in Computing Science each year. As well, it offers an Honours program, and various joint Honours and Majors degree programs. It provides two undergraduate specialist programs, in multimedia computing and software engineering. The School is currently in a phase of strong growth, including the development of a full presence at the new Surrey campus. This campus is situated south of the Fraser River in Greater Vancouver, a 25-minute drive from the main campus in Burnaby.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The positions are to start as of September 1, 2004. However, applications will be accepted until the positions are filled. All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca.

To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: **Surrey Campus Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6**; email: surrey-faculty-search@cs.sfu.ca.

Applicants who have applied this year for positions in the School of Computing Science at the Burnaby campus may simply contact us at the above address to indicate that they wish to have their application considered for these positions at the Surrey campus as well.

UNBC
College of Science & Management

Chair, School of Business

The University of Northern British Columbia, in conjunction with the College of Science & Management, invites applications for the position of Chair of the School of Business (subject to budgetary approval). The successful candidate will be responsible for the budget and direction of the school. The School of Business has the largest student enrollment at UNBC, and offers majors in Accounting, Finance, International Business, Marketing and General Business. The ideal candidate should possess a Ph. D. in a business discipline, and be qualified for appointment at the rank of Associate or Full Professor. In addition, the successful candidate should possess skills in research, program development, academic administration and teamwork.

The University is seeking a dynamic and pro-active leader to achieve the potential of the School.

Challenges for the Chair will include:

- Developing and implementing a graduate program;
- Developing liaisons with the business and professional communities;
- Recruiting faculty,
- Fostering research including interdisciplinary research;
- Promoting and building the degree programs;
- Participating in building research and endowment funds.

Prince George, British Columbia, is a dynamic and youthful city with a population of approximately 80,000. The community offers a temperate climate, affordable housing on greenbelts, lakes and rivers, excellent schools and children's activities, extensive summer and winter activities in beautiful settings and a full range of cultural and social activities.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition **#FABU02-04(B)** to: **Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Bill McGill, Dean – College of Science & Management,** at: **Telephone (250) 960-5755**; Email **mcgill@unbc.ca.** Electronic submissions of CV's should be forwarded to: **FacultyRecruitment@unbc.ca.** Applications received on or before May 15, 2004 will receive full consideration; however applications will be accepted until the position is filled. Appointment is expected to commence as soon as possible.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

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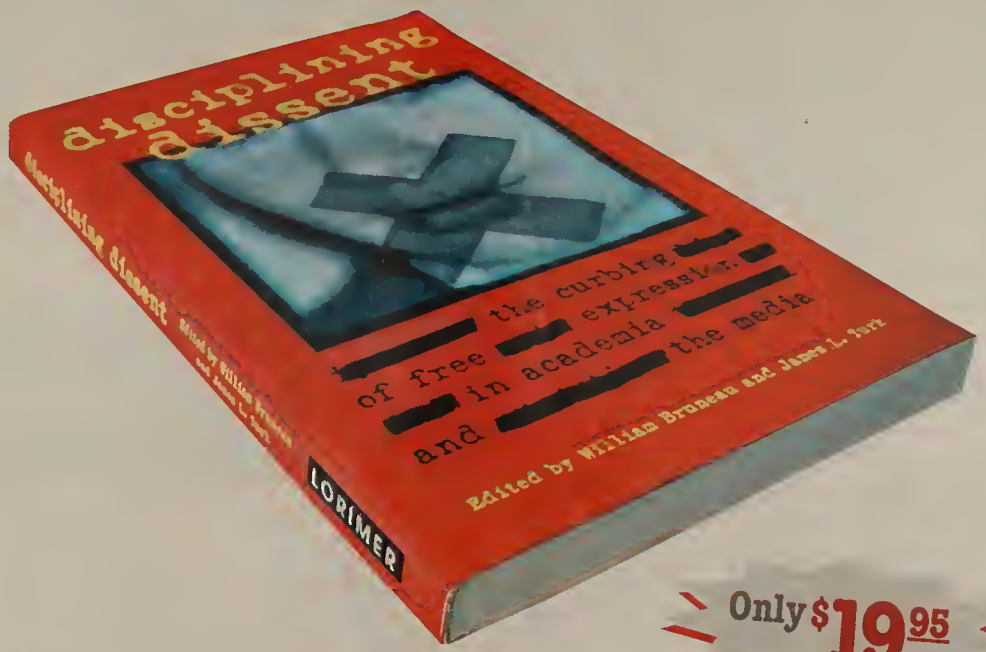
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the curbing of free expression in academia and the media

Edited by William Bruneau & James L. Turk

Freedom of expression, the cornerstone of democratic society, is under attack. Anti-terrorism legislation and police crackdowns on dissent are undermining civil liberties. Media conglomerates are eroding journalistic independence, and corporate donors are threatening academic freedom.

In this book, respected contributors from Canada, the United States and Europe share their many experiences with the suppression of non-conforming views, and examine the clampdown on free speech in the media and academia. They discuss and give examples of the devastating effects of new corporate management practices, the suppression of dissent in light of the "war on terrorism," and the shrinking commitment to a diversity of voices. They also look to the future, showing how we can stop these trends, reclaiming integrity and independence for media and universities.

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